

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

1 State of Arkansas
2 87th General Assembly
3 Regular Session, 2009
4

As Engrossed: H3/4/09 S3/17/09

A Bill

HOUSE BILL 1552

5 By: Representatives L. Smith, Adcock, Blount, J. Roebuck, Tyler, Wagner, Webb
6 By: Senators Madison, Elliott, Salmon
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For An Act To Be Entitled

9 AN ACT TO REQUIRE EMPLOYERS TO PROVIDE UNPAID
10 BREAK TIME AND REASONABLE LOCATIONS FOR
11 EXPRESSING BREAST MILK; AND FOR OTHER PURPOSES.
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Subtitle

14 AN ACT TO REQUIRE EMPLOYERS TO PROVIDE
15 UNPAID BREAK TIME AND REASONABLE
16 LOCATIONS FOR EXPRESSING BREAST MILK.
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20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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22 SECTION 1. Arkansas Code Title 11, Chapter 5, Subchapter 1 is amended
23 to add an additional section to read as follows:

24 11-5-116. Break time for expressing breast milk.

25 (a)(1) An employer shall provide reasonable unpaid break time each day
26 to an employee who needs to express breast milk for her child in order to
27 maintain milk supply and comfort.

28 (2) To the extent possible, the break time required under
29 subdivision (a)(1) of this section shall run concurrently with any paid or
30 unpaid break time already provided to the employee.

31 (b)(1) An employer shall make a reasonable effort to provide a
32 private, secure, and sanitary room or other location in close proximity to
33 the work area, other than a toilet stall, where an employee can express her
34 breast milk.

35 (2) The room or location provided under subdivision (b)(1) of
36 this section may include the employee's normal work space if the employee's



1 normal work space meets the requirements of this section.

2 (c) This section does not require an employer to provide break time if
3 to do so would create an undue hardship on the operations of the employer.

4 (d) The employee shall make reasonable efforts to minimize disruption
5 to the employer's operations.

6 /s/ L. Smith

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