

Regular Session, 2013

HOUSE BILL NO. 635

BY REPRESENTATIVE PATRICK WILLIAMS

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

SCHOOLS/BOARDS: Requires local public school boards to adopt policies relative to accommodations for employees to express breast milk

1 AN ACT

2 To enact R.S. 17:81(W), relative to local school board powers and duties; to require city,
3 parish, and other local public school boards to adopt policies to require schools to
4 provide certain accommodations for employees to express breast milk; to provide
5 conditions and limitations; to provide that the requirements shall be at no cost to
6 school boards; and to provide for related matters.

7 Be it enacted by the Legislature of Louisiana:

8 Section 1. R.S. 17:81(W) is hereby enacted to read as follows:

9 §81. General powers of local public school boards

10 * * *

11 W.(1) Notwithstanding any provision of law to the contrary, each city,
12 parish, and other local public school board shall adopt a policy to require each school
13 under its jurisdiction to provide the following:

14 (a) An appropriate, private room, other than a restroom, that may be used by
15 an employee to express breast milk.

16 (b) A reasonable amount of break time to accommodate an employee
17 needing to express breast milk which, to the extent possible, shall run concurrently
18 with the break time already provided to the employee, and which shall be available
19 to the employee for up to one year following the birth of her child.

1 (c) Procedures for the employee to notify her supervisor or other appropriate
2 personnel of her intent to make use of the accommodations offered pursuant to the
3 policy and to schedule accordingly.

4 (2) Any additional break time used by an employee to express breast milk
5 as provided in this Section shall be considered unpaid leave time.

6 (3) Nothing in this Section shall require any new construction by a city,
7 parish, or other local public school board nor shall its provisions result in any
8 additional cost to the school board.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

Patrick Williams

HB No. 635

Abstract: Requires local public school boards to adopt policies relative to accommodations for employees to express breast milk.

Proposed law requires city, parish, and other local public school boards to adopt a policy to require schools under their jurisdiction to provide the following:

- (1) An appropriate, private room, other than a restroom, for employees to express breast milk.
- (2) A reasonable amount of break time to accommodate employees needing to express breast milk which, to the extent possible, shall run concurrently with break time already provided and which shall be available for up to one year after the birth of their child.
- (3) Procedures for employees to notify supervisors or other appropriate personnel of their intent to make use of the accommodations and to schedule accordingly.

Provides that any additional break time used by an employee to express breast milk shall be considered unpaid leave time. Further provides that nothing in proposed law shall require any new construction by a local public school board and shall not result in any additional cost to the school board.

(Adds R.S. 17:81(W))