
A BILL FOR AN ACT

RELATING TO BREASTFEEDING IN THE WORKPLACE.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. Section 378-10, Hawaii Revised Statutes, is
2 amended to read as follows:

3 "~~{~~§378-10~~}~~ **Breastfeeding.** (a) No employer, as
4 defined in section 378-1, shall prohibit an employee from
5 expressing breastmilk during any meal period or other break
6 period required by law to be provided by the employer or
7 required by collective bargaining agreement.

8 (b) An employer, as defined in this subsection, shall make
9 reasonable efforts to provide a clean location, other than a
10 bathroom, where an employee may express breast milk in privacy.
11 Every employer covered by this subsection shall post notice, as
12 shall be prescribed by the director, of the application of this
13 subsection in a conspicuous place accessible to employees. An
14 employer who violates this subsection shall be fined \$
15 for each violation. A civil fine that is ordered pursuant to
16 this subsection shall be deposited with the director of finance
17 to the credit of the general fund of the State.



1 For the purposes of this subsection, "employer" means any
 2 person, including the State or any of its political subdivisions
 3 and any agent of such person, having twenty or more employees."

4 SECTION 2. Statutory material to be repealed is bracketed
 5 and stricken. New statutory material is underscored.

6 SECTION 3. This Act shall take effect upon its approval.

7

INTRODUCED BY:

<u>Roger Hanstons</u>	<u>Subana Mammul</u>
<u>Cindy Evans</u>	<u>Cynthia Thelen</u>
<u>Mele Canoe</u>	<u>DM</u>
<u>Rafan</u>	<u>LS</u>
<u>GSE</u>	<u>W. Ai</u>
<u>Maif B. Lee</u>	<u>Linda Ichingona</u>
	<u>DLK</u>
	<u>Bill A. Belatti</u>

JAN 20 2012



H.B. NO. 2228

Report Title:

Breastfeeding; Employment Practices; Labor and Industrial Relations

Description:

Requires an employer with twenty or more employees to make reasonable efforts to provide a clean location for breastfeeding employees to express breast milk in privacy. Requires covered employers to post a notice pertaining to this provision in a conspicuous location. Establishes a civil fine for the failure of an employer to provide a location or post notice.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

