



California

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**AB-1976 Employment: lactation accommodation.** (2017-2018)

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CALIFORNIA LEGISLATURE— 2017-2018 REGULAR SESSION

**ASSEMBLY BILL**

**No. 1976**

**Introduced by Assembly Member Limón**  
**(Coauthor: [Assembly Member Gonzalez Fletcher](#))**

**January 31, 2018**

An act to amend Section 1031 of the Labor Code, relating to employment.

**LEGISLATIVE COUNSEL'S DIGEST**

AB 1976, as introduced, Limón. Employment: lactation accommodation.

Existing law requires every employer to provide a reasonable amount of break time to accommodate an employee desiring to express breast milk for the employee's infant child and requires an employer to make reasonable efforts to provide the employee with the use of a room or other location, other than a toilet stall, in close proximity to the employee's work area for the employee to express milk in private. Existing law makes a violation of these provisions subject to a civil penalty and makes the labor commissioner responsible for enforcement.

This bill would instead require an employer to make reasonable efforts to provide an employee with use of a room or other location, other than a bathroom, for these purposes.

Vote: majority Appropriation: no Fiscal Committee: yes Local Program: no

**THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:**

**SECTION 1.** Section 1031 of the Labor Code is amended to read:

**1031.** The employer shall make reasonable efforts to provide the employee with the use of a room or other location, other than a ~~toilet stall~~, *bathroom*, in close proximity to the employee's work area, for the employee to express milk in private. The room or location may include the place where the employee normally works if it otherwise meets the requirements of this section.

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REVISIONS:

Heading—Line 2.

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