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H.B. No. 786

A BILL TO BE ENTITLED

AN ACT

relating to the right of a public employee to express breast milk in
the workplace.

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

SECTION 1. Subtitle A, Title 6, Government Code, is amended
by adding Chapter 619 to read as follows:

CHAPTER 619. RIGHT TO EXPRESS BREAST MILK

IN THE WORKPLACE

Sec. 619.001. DEFINITION. In this chapter, "public
employer" means:

(1) a county, a municipality, or another political
subdivision of this state, including a school district; or

(2) a board, a commission, an office, a department, or
another agency in the executive, judicial, or legislative branch of
state government, including an institution of higher education.

Sec. 619.002. RIGHT TO EXPRESS BREAST MILK. An employee of a
public employer is entitled to express breast milk at the
employee's workplace.

Sec. 619.003. POLICY ON EXPRESSING BREAST MILK. (a) A
public employer shall develop a written policy on the expression of
breast milk by employees under this chapter.

(b) A policy developed under Subsection (a) must state that
the public employer shall:

(1) support the practice of expressing breast milk;

1 and

2 (2) make reasonable accommodations for the needs of
3 employees who express breast milk.

4 Sec. 619.004. PUBLIC EMPLOYER RESPONSIBILITIES. A public
5 employer shall:

6 (1) provide a reasonable amount of break time for an
7 employee to express breast milk each time the employee has need to
8 express the milk; and

9 (2) provide a place, other than a bathroom, that is
10 shielded from view and free from intrusion from other employees and
11 the public where the employee can express breast milk.

12 Sec. 619.005. DISCRIMINATION PROHIBITED. A public employer
13 may not suspend or terminate the employment of, or otherwise
14 discriminate against, an employee because the employee has asserted
15 the employee's rights under this chapter.

16 SECTION 2. This Act takes effect September 1, 2015.