

1-1 By: Walle, et al. (Senate Sponsor - Zaffirini) H.B. No. 786
 1-2 (In the Senate - Received from the House April 28, 2015;
 1-3 May 5, 2015, read first time and referred to Committee on Business
 1-4 and Commerce; May 20, 2015, reported favorably by the following
 1-5 vote: Yeas 7, Nays 2; May 20, 2015, sent to printer.)

1-6 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-7				
1-8	X			
1-9		X		
1-10	X			
1-11		X		
1-12	X			
1-13	X			
1-14	X			
1-15	X			
1-16	X			

1-17 A BILL TO BE ENTITLED
 1-18 AN ACT

1-19 relating to the right of a public employee to express breast milk in
 1-20 the workplace.

1-21 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-22 SECTION 1. Subtitle A, Title 6, Government Code, is amended
 1-23 by adding Chapter 619 to read as follows:

1-24 CHAPTER 619. RIGHT TO EXPRESS BREAST MILK
 1-25 IN THE WORKPLACE

1-26 Sec. 619.001. DEFINITION. In this chapter, "public
 1-27 employer" means:

1-28 (1) a county, a municipality, or another political
 1-29 subdivision of this state, including a school district; or

1-30 (2) a board, a commission, an office, a department, or
 1-31 another agency in the executive, judicial, or legislative branch of
 1-32 state government, including an institution of higher education.

1-33 Sec. 619.002. RIGHT TO EXPRESS BREAST MILK. An employee of a
 1-34 public employer is entitled to express breast milk at the
 1-35 employee's workplace.

1-36 Sec. 619.003. POLICY ON EXPRESSING BREAST MILK. (a) A
 1-37 public employer shall develop a written policy on the expression of
 1-38 breast milk by employees under this chapter.

1-39 (b) A policy developed under Subsection (a) must state that
 1-40 the public employer shall:

1-41 (1) support the practice of expressing breast milk;
 1-42 and

1-43 (2) make reasonable accommodations for the needs of
 1-44 employees who express breast milk.

1-45 Sec. 619.004. PUBLIC EMPLOYER RESPONSIBILITIES. A public
 1-46 employer shall:

1-47 (1) provide a reasonable amount of break time for an
 1-48 employee to express breast milk each time the employee has need to
 1-49 express the milk; and

1-50 (2) provide a place, other than a bathroom, that is
 1-51 shielded from view and free from intrusion from other employees and
 1-52 the public where the employee can express breast milk.

1-53 Sec. 619.005. DISCRIMINATION PROHIBITED. A public employer
 1-54 may not suspend or terminate the employment of, or otherwise
 1-55 discriminate against, an employee because the employee has asserted
 1-56 the employee's rights under this chapter.

1-57 SECTION 2. This Act takes effect September 1, 2015.

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