1	SEC. 4207. REASONABLE BREAK TIME FOR NURSING MOTH-
2	ERS.
3	Section 7 of the Fair Labor Standards Act of 1938
4	(29 U.S.C. 207) is amended by adding at the end the fol-
5	lowing:
6	"(r)(1) An employer shall provide—
7	"(A) a reasonable break time for an employee to
8	express breast milk for her nursing child for 1 year
9	after the child's birth each time such employee has
10	need to express the milk; and
11	``(B) a place, other than a bathroom, that is
12	shielded from view and free from intrusion from co-
13	workers and the public, which may be used by an em-
14	ployee to express breast milk.
15	"(2) An employer shall not be required to compensate
16	an employee receiving reasonable break time under para-
17	graph (1) for any work time spent for such purpose.
18	"(3) An employer that employs less than 50 employees
19	shall not be subject to the requirements of this subsection,
20	if such requirements would impose an undue hardship by
21	causing the employer significant difficulty or expense when
22	considered in relation to the size, financial resources, na-
23	ture, or structure of the employer's business.
24	"(4) Nothing in this subsection shall preempt a State
25	law that provides greater protections to employees than the
26	protections provided for under this subsection.".

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