

# KNOW YOUR RIGHTS:

## Georgia Lactation Breaks Law

### BACKGROUND

- As of August 5, 2020, if you are lactating or need to express milk at work, you don't have to choose between feeding your baby and keeping your paycheck.
- Georgia law now says your employer should provide you with reasonable, paid break time and a private, non-bathroom space to express breast milk at work.

### WHAT DOES THE LAW DO?

- This law protects lactating individuals who need to express milk at work.
- Employers should provide a reasonable amount of paid break time and a private place that is not a bathroom stall for any employee who wishes to express breast milk in the workplace.



**Need help or have questions about what happens if you think our employer is violating the law?**

Call A Better Balance's free, confidential legal helpline at: 1-833-NEED-ABB (1-833-633-3222) to speak with an attorney about your workplace rights around lactation and expressing milk. You may be entitled to additional protections under federal law.

### AM I COVERED?

- If you are lactating and desire to express milk at work, and you work for a private employer in Georgia, or for a state or local government in Georgia (including a public school district) then you are covered by this law.
- Small businesses with fewer than 50 employees are still covered by this law, but may not have to provide you with paid breaks if your employer can show that it would be too difficult or expensive to do so.

### WHAT DOES THE LAW SAY?

- Employees should receive a reasonable amount of paid break time in order to express milk at work.
- Employees should be given a private space, that is not a bathroom stall, in order to express milk at work.
- If you are paid on an hourly basis, you should receive your regular rate of pay for any breaks you take to express milk at work.
- If you are paid on a salary basis, your employer should not reduce your salary because of any breaks you take to express milk. Your employer should also not require you to use any paid leave or other paid time off that you may have during breaks to express milk.

### WHAT IF I AM TRAVELING FOR WORK

Your employer is not required to provide you with paid break time or space if you are working away from your employer's worksite.