

# Are you a Montana Breastfeeding Mom?...Know your rights

## **General Breastfeeding Protection**

#### **Public Breastfeeding Law**

Mont. Code Ann. § 50-19-501 (1999). The Montana legislature states that the breastfeeding of a child in any location, public or private, where the mother otherwise has a right to be is legal and cannot be considered a nuisance, indecent exposure, sexual conduct, or obscenity. (SB 398). For more information or to file a complaint contact: Montana Human Rights Bureau 1-406-444-2884.

#### **Fairness For Breastfeeding Mothers Act**

<u>Public Law No. 116-30</u> (2019). Requires that certain federal public buildings that contain a public restroom also provide a lactation room, other than a bathroom, that is hygienic and available for use by a member of the public. This means that visitors to facilities around the nation have access to a clean, private lactation space.

## Workplace Breastfeeding Protection

#### Public employer policy of support of women & breastfeeding

Mont. Code Ann. § 39-2-215 et seq. (2007) specifies that all state and county governments, municipalities, school districts and the university system employers must not discriminate against breastfeeding mothers and must encourage and accommodate breastfeeding. Requires employers to provide daily unpaid break time to express breastmilk. Employers are also required to make a reasonable effort to provide a private location this activity. For more information or to file a complaint contact: Montana Human Rights Bureau 1-406-444-2884.

#### Break Time for Nursing Mother Law, US Department of Labor

<u>US Patient Protection & Affordable Care Act</u> (2010), PUMP Act (2022) amended the Fair Labor Standards Act to require employers to provide a nursing mother a place and reasonable break time to express breast milk after the birth of her child. **The following is required:** Reasonable time to express breastmilk, up to the baby's first birthday, and a place, other than a bathroom, that is private to express breastmilk. **For more information or to file a complaint contact the Federal Department of Labor, Wage and Hour Division:** 1-866-487-9243

## Air Travel & Breastfeeding

Friendly Airports for Mothers Act (2018, 2020). All large, medium and small airports are required to provide a clean, private, non-bathroom space in each terminal for the expression of breast milk. The space must be accessible to persons with disabilities, available in each terminal building after the security checkpoint.

**Bottles and Breastfeeding Equipment Screening Act** (2016). Air travelers are explicitly permitted by the Transportation Security Administration (TSA) to bring formula, breast milk, that exceed the 3-1-1 Liquids Rule for carry-on baggage. This Act requires TSA to provide ongoing training to ensure its officers are aware of special allowances related to breast milk, formula, and infant feeding equipment.

## Montana Jury Duty/Bar Exam & Breastfeeding

Mont. Code Ann. § 3-15-313 (2009) specifies that the court may excuse a person from jury service upon finding that it would entail undue hardship for the person; an excuse may be granted if the prospective juror is a breastfeeding mother.

Amendment to MT Bar Exam AF11-0244 (2017) provides accommodations for breastfeeding examinees.