

Baltimore City: Lactation Accommodations in the Workplace Ordinance

Effective April 15, 2019, a [Baltimore City Ordinance](#) requires employers of two or more full-time equivalent employees in Baltimore City to provide lactation accommodations to breastfeeding employees. Employers must also develop a written lactation accommodations policy. Under the new ordinance, employers must provide both a reasonable amount of break time and a location for employees to express breast milk. If possible, the required break time must run concurrently with any paid rest or break time already required by law (such as for retail employees or minor employees) or already provided to the employee. Any additional break time necessary may be unpaid. Employers must also retain records of all requests for lactation accommodations for three years from the date of each request. More details can be found <https://shawe.com/elerts/baltimore-city-employers-must-provide-lactation-accommodations-effective-april-15-2019/>.