

## Session 123 - (2019-2020)

**H\*3200 (Rat #0146, Act #0141 of 2020) General Bill, By Henderson-Myers, Allison, Bernstein, Govan, Ridgeway, Clyburn, Brawley, McDaniel, Cogswell, Caskey, Norrell and Weeks**

**Similar (S 0406)**

**Summary:** SC Lactation Support

AN ACT TO AMEND THE CODE OF LAWS OF SOUTH CAROLINA, 1976, TO ENACT THE "SOUTH CAROLINA LACTATION SUPPORT ACT" BY ADDING SECTION 41-1-130 SO AS TO PROVIDE NECESSARY DEFINITIONS, TO PROVIDE EMPLOYERS DAILY SHALL PROVIDE EMPLOYEES WITH REASONABLE UNPAID BREAK TIME OR SHALL PERMIT EMPLOYEES TO USE PAID BREAK TIME OR MEAL TIME TO EXPRESS BREAST MILK, TO PROVIDE EMPLOYERS SHALL MAKE REASONABLE EFFORTS TO PROVIDE CERTAIN AREAS WHERE EMPLOYEES MAY EXPRESS BREAST MILK, TO PROVIDE EMPLOYERS MAY NOT DISCRIMINATE AGAINST EMPLOYEES FOR CHOOSING TO EXPRESS BREAST MILK IN THE WORKPLACE IN COMPLIANCE WITH THE PROVISIONS OF THIS ACT, TO ALLOW NONCOMPLIANCE WHEN AN UNDUE HARDSHIP ON THE EMPLOYER WOULD RESULT FROM COMPLIANCE, AND TO PROVIDE REMEDIES FOR VIOLATIONS; TO PROVIDE RELATED OBLIGATIONS OF THE HUMAN AFFAIRS COMMISSION; TO PROVIDE RELATED FINDINGS AND EXPRESS THE INTENTION OF THE GENERAL ASSEMBLY; AND TO PROVIDE A THIRTY-DAY COMPLIANCE PERIOD FOR EMPLOYERS. - ratified title

12/18/18	House	Prefiled
12/18/18	House	Referred to Committee on Labor, Commerce and Industry
01/08/19	House	Introduced and read first time (House Journal-page 125)
01/08/19	House	Referred to Committee on Labor, Commerce and Industry (House Journal-page 125)
01/16/19	House	Member(s) request name added as sponsor: Brawley
01/29/19	House	Member(s) request name added as sponsor: McDaniel
02/28/19	House	Member(s) request name added as sponsor: Cogswell
02/28/19	House	Committee report: Favorable with amendment Labor, Commerce and Industry (House Journal-page 53)
03/05/19	House	Member(s) request name added as sponsor: Caskey, Norrell, Weeks
03/06/19	House	Amended (House Journal-page 48)
03/06/19	House	Read second time (House Journal-page 48)
03/06/19	House	Roll call Yeas-93 Nays-0 (House Journal-page 50)
03/07/19	House	Read third time and sent to Senate (House Journal-page 9)
03/07/19	Senate	Introduced and read first time (Senate Journal-page 5)
03/07/19	Senate	Referred to Committee on Labor, Commerce and Industry (Senate Journal-page 5)
01/23/20	Senate	Committee report: Favorable Labor, Commerce and Industry (Senate Journal-page 15)
03/12/20	Senate	Amended (Senate Journal-page 12)
03/12/20	Senate	Read second time (Senate Journal-page 12)
03/12/20	Senate	Roll call Ayes-42 Nays-0 (Senate Journal-page 12)
05/12/20	Senate	Read third time and returned to House with amendments (Senate Journal-page 34)
06/24/20	House	Concurred in Senate amendment and enrolled (House Journal-page 41)
06/24/20	House	Roll call Yeas-111 Nays-0 (House Journal-page 41)
06/25/20		Ratified R 146
06/25/20		Signed By Governor
06/26/20		Effective date 07/25/20
06/26/20		Act No. 141