

# PREGNANT + BREASTFEEDING WORKER RIGHTS

## NM HUMAN RIGHTS ACT

Employers with four (4) or more employees are **required to grant a reasonable accommodation for needs arising from pregnancy** as long as it does not create an undue hardship for the employer, meaning the accommodation would be too expensive or difficult.



## ACCOMMODATIONS

Can include:

- Keeping water at workstations
- Extra bathroom breaks
- Time off for appointments

## NMSA 1978, SECTION 28-20-2 (AMENDED 2007)

Requires employers to provide a clean, private place near the employee's workspace, that is **not a bathroom**, for employees who are breastfeeding to pump. It also requires that the employee be given breaks to express milk but does not require that they be paid for this time.



## NMSA 28-20-1 (1999)

Permits a mother to breastfeed her child, public or private, where the mother is otherwise authorized to be.

