

Engage PEO Client Alert:

Georgia: Paid Lactation Break – “Charlotte’s Law”

“Charlotte’s Law” (codified as O.C.G.A. § 34-1-6) **requires employers to provide reasonable break time to employees who desire to express breast milk at the worksite during work hours. Employers cannot require employees to use paid leave for such breaks or reduce an employee’s salary as a result of the employee taking a break to express breast milk.**

The law, which took effect on January 29, 2020, further **requires employers to provide a private location**, other than a restroom, where employees can express breast milk at the worksite. It does not, however, require employers to provide paid break time to an employee on any day the employee is working away from the employer’s worksite.

Charlotte’s Law explicitly **prohibits Georgia employers from discriminating or retaliating** against an employee for pumping or requesting to pump breast milk, or for reporting any violations of the law. Significantly, the Law also provides employees with private causes of action, including damages, attorneys’ fees, filing fees, and reasonable costs (explicitly inclusive of expenses associated with discovery and document reproduction) for violations of the law.

If you have questions, please contact your Engage HR Consultant.