

August 8, 2025

Labor Update:

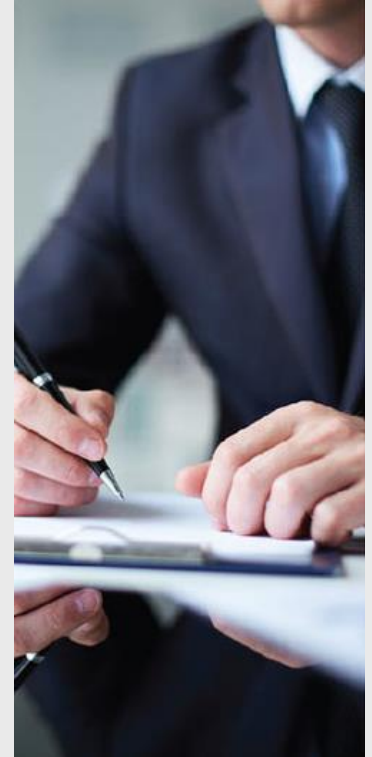
Puerto Rico Enacts Act 29-2025 – Expanded Protections for Breastfeeding Employees

On **June 23, 2025**, Governor Jennifer González signed **Act 29-2025**, amending Puerto Rico's **Act 427-2000**, known as the "Act to Regulate Breastfeeding and Breast Milk Expression Periods." This new legislation significantly enhances workplace protections for breastfeeding employees.

Amendments introduced by Act 29-2025 explicitly prohibit the use of milk expression time as a measure of the employee's efficiency or productivity; establishes standards regarding the space that the employer must provide for milk expression; and states.

Key Highlights of Act 29-2025:

- **Breaks:** Breastfeeding employees are entitled to one (1) hour each workday to breastfeed or express milk. This break may be distributed in two periods of thirty (30) minutes or three periods of twenty (20) minutes. For small businesses, the break must be for half an hour, and this break may be distributed in two periods of fifteen (15) minutes.
- **Part-time Employees:** Part-time employees who breastfeed must be allowed a break of thirty (30) minutes for any work period of four (4) consecutive hours.
- **No Retaliation:** Employers are **prohibited from retaliating** against employees who exercise their rights under this law.
- **Performance Protections:** Time spent breastfeeding or expressing milk **cannot be used against the employee** in performance evaluations, productivity metrics, or bonus calculations.
- **No Disciplinary Actions:** Employers may not discipline, demote, reschedule, or reduce pay due to lactation breaks.
- **Private Space Requirement:** Employers must provide a **private, non-bathroom space** for lactation activities. The space must be hygienic and secure and must have electrical outlets and adequate ventilation.



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- **Policy Updates Required:** Employers should **immediately update** internal policies and train HR and management staff on compliance with this law.

What Employers Should Do:

- Review and revise employee handbooks and breastfeeding accommodation policies.
- Train HR and supervisors on Act 29-2025.
- Ensure compliant breastfeeding spaces are available and accessible.
- Establish a clear process for requesting breastfeeding breaks.

Act 29-2025 marks a significant advancement in workplace protections for breastfeeding employees in Puerto Rico. By reinforcing the right to lactation breaks, mandating appropriate facilities, and shielding employees from retaliation or performance penalties, this law underscores the importance of supporting working parents. Employers should act promptly to ensure compliance and foster a more inclusive and supportive work environment.

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