

BREAKING NEWS

LABOR & EMPLOYMENT

New Law Prohibits Discrimination in the Workplace Based on the Use of the Lactation Period

On June 23, 2025, the Governor of Puerto Rico, Hon. Jeniffer A. González Colón, enacted Law 29-2025, to amend Law 427-2000, known as the “Law to Regulate the Period of Breastfeeding or Breast Milk Extraction”. This new law prohibits employers from using the lactation and breast milk extraction period as an efficiency criterion when evaluating the performance and/or productivity of nursing mothers.

Specifically, Law 29-2025 prohibits employers, supervisors, or their representatives, from considering the use of the lactation and/or breast milk extraction periods to issue unfavorable evaluations to an employee or take any adverse employment action against her.

Also, the new law, which went into effect immediately, prohibits employers from hindering nursing mothers from exercising their rights under Law 427-2000.

Finally, Law 29-2025 establishes that Law 427-2000 should be interpreted in the most favorable way to the nursing mother.

day, reclassifying her job position, changing her work schedule, or requiring her to make up the time spent using her lactation and/or breast milk extraction period.

- Employers are prohibited from considering a nursing mother's use of the lactation and/or breast milk extraction period when evaluating her and/or when considering her for a raise, promotion or bonus.
- Employers are prohibited from discriminating against or taking any adverse employment action against nursing mothers based on the use of the lactation and/or breast milk extraction period.

What should employers do?

- Amend and/or modify their manuals, policies, procedures, and regulations to comply with this new law.
- Train management and other supervisory personnel regarding the new law and its implications, to ensure compliance with the Law.

What does this mean for employers?

- Employers are prohibited from reducing the nursing mother's work-

Should you have any additional questions or require legal advice regarding this law or any other matter, feel free to contact us at (787) 945-0380.

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