



## June HR Highlights

### PUMP Act

The PUMP Act expands previous federal requirements to provide a nursing mother with reasonable break time to express breast milk for up to one-year following the birth of her child. The PUMP Act provides additional workplace protections for employees who need to express breast milk during the workday to include:

- Employees shall be compensated for break times needed to pump breast milk unless the time needed exceeds twenty-minutes **or** unless the employee is performing work concurrently.
- The frequency, duration and timing of breaks will need to vary depending upon factors related to the nursing employee and the child. Fixed break periods may need to be adjusted or exceptions granted to expand the number of breaks normally provided.
- The space requirements remain the same as those outlined in the 2010 Fair Labor Standards Act (FLSA). Employees must have access to a place to pump breast milk at work that is:
  - Shielded from view with a place for nursing employees to sit and a flat surface, such as a table on which to place the pump.
  - Free from intrusion by both colleagues and the public with the ability to lock the door when in use. Remote workers may turn off cameras while pumping breast milk.
  - Available as the employee reasonably needs it.
  - Not a bathroom.
- Exemptions are limited to a significant undue hardship

The requirement to provide such breaks is noted in [Policy 1.25, Hours of Work](#). Additional information is provided in [Breaks for Nursing Mothers - Resource Guide](#).