



NURSING MOTHERS

LACTATION ROOMS & BREAKS

LACTATION ROOM RESOURCES

In support of new nursing mothers on campus and in compliance with employer required amendments to the Fair Labor Standards Act, Boise State University has prepared nine private lactation break rooms dedicated for nursing mothers across campus. The rooms are available by reservation only for faculty, staff and student use and are designed to provide the needed privacy for mothers to express breast milk.

UNIVERSITY LACTATION BUILDING LOCATIONS

To locate a lactation building on campus visit the following website:

<http://hrs.boisestate.edu/process/support/NursingMothersLactationRoomsMap.pdf>

UNIVERSITY LACTATION ROOM RESERVATION

To locate a current list of the available lactation rooms along with the contact names and phone numbers by which interested parties can call to make reservations visit the following website:

<http://hrs.boisestate.edu/process/support/NursingMothersLactationRooms.pdf>

SUPERVISOR EDUCATION AND COMPLIANCE

This University service expansion is in response to the Patient Protection and Affordability Care Act of 2010 (PPACA) and resultant Congressional amendment to the Fair Labor Standards Act that requires employers to provide breaks for nursing mothers and a place for nursing mothers to express milk.

This federal provision allows new moms “reasonable break times” to express milk during the workday for up to a year after her child’s birth. The Department of Labor explains that, while the length of time necessary to express milk varies from woman to woman, it typically takes from 15 to 20 minutes every two to four hours to express milk. However, in determining whether the length of break time provided to an employee is “reasonable,” the Department of Labor (DOL) has indicated that it will consider factors in addition to the amount of time necessary to express milk which includes:

- The time it takes the employee to walk to the lactation space
- Whether the employee must retrieve her pump and other supplies from a separate location such as a locker
- Unpacking, setting up and efficiency of the employee’s pump
- Whether there is a sink and running water nearby for the employee to use to wash her hands before pumping and to clean the pump and its attachments when she is finished
- The time it takes for the employee to store the milk in either a refrigerator or a personal cooler.

Therefore, the DOL advises managers to consider these additional factors when determining the length of break that will be considered “reasonable” under the statute.

Beyond the new legal requirement, there are many practical reasons for trying to accommodate new mothers who are breastfeeding. New mothers who cannot express milk at work and store it for later use are faced with the difficult choice of not breastfeeding, taking longer leaves, or even quitting their jobs. Therefore, accommodations to allow breastfeeding women to express and store breast milk during the workday can help make the transition back to work easier and quicker and improve retention rates.

HRS WEBSITE LINK: <http://hrs.boisestate.edu/news>

QUESTIONS

Please refer questions regarding breaks and facilities to Human Resource Services at 426-1616.