

BREAK TIME FOR NURSING MOTHERS**Effective Date: March 17, 2017****Approved By: Governing Board** *JTW***SECTION 3.05****ORIGINAL DATE: October 15, 2015**

To establish a reasonable break time for an employee who is a nursing mother and to establish an appropriate place where the nursing mother can express breast milk so as to be in compliance with the Patient Protection and Affordable Care Act of the Fair Labor Standards Act (FLSA).

POLICY:

It is the policy of the Community Action Committee of Pike County that a reasonable amount of break time will be allotted to a nursing mother in order for her to express milk as frequently as needed for up to one (1) year after the child's birth. The Community Action Committee of Pike County shall also provide a location at all sites, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee for nursing purposes. This location, if not solely dedicated to the nursing mother's use, must be available when needed and can be a space temporarily created or converted into a space for the nursing mother when needed by the nursing mother.

COVERAGE AND COMPENSATION:

Only employees who are not exempt from the FLSA, which includes overtime pay requirements, are entitled to breaks for nursing. The Community Action Committee of Pike County is not required under the FLSA to compensate nursing mothers for breaks taken for the purpose of nursing. However, where employers already provide compensated breaks, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for break time.