

## Break Time for Nursing Mothers

**Summary/Purpose:** In compliance with the Patient Protection and Affordable Care Act (“PPACA”), which took effect when the PPACA was signed into law on March 23, 2010, the University of Mississippi provides reasonable break time for an employee to express breast milk as well as provides an appropriate location to express breast milk.

In compliance with the Patient Protection and Affordable Care Act (“PPACA”), which took effect when the PPACA was signed into law on March 23, 2010, the University of Mississippi provides reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child’s birth. The University also provides an appropriate location, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, to express breast milk. The University also recognizes this policy may yield positive business results, such as reduced healthcare costs, reduced absenteeism, improved productivity, lower turnover, and enhanced University image.

1. Breastfeeding employees shall be allowed a reasonable amount of break time to express milk as frequently as needed by the nursing mother. The time allowed will not exceed the normal time allowed for lunch and breaks. If additional time is needed (above and beyond normal breaks/meal time), the supervisor and employee will agree upon a plan which might include the employee using personal leave, coming into work earlier, or leaving later as supervision allows. As the University provides compensated breaks, an employee who uses the break time to express milk will continue to be compensated during the break time. The lunch period is not compensated.
2. A private space (not a bathroom, restroom, or locker room) will be available for an employee to breastfeed her child or to express milk using a breast pump. The space may be used for other purposes, but will be available for the nursing mothers’ use as needed. The identified space must be shielded from view and free from any intrusions from co-workers and the public. Each designated space includes a table, a chair, and an electrical outlet. Building mayors are responsible for maintaining and listing the designated location, “Lactation Room” on the campus map. The lactation rooms should be listed on the “Services” directory under the “Health and Safety” menu.
3. Employees may temporarily store their breast milk on the premises. A refrigerator that is normally available for employees’ use will be also for safe storage of breast milk. Refrigerators used in laboratories for business purposes are excluded. The nursing mother will provide her own containers. Milk stored in the refrigerator will be clearly labeled with name and date. If a refrigerator is not available, mothers may bring in a small ice chest for storing breast milk.