



HRM 60.227: BREAK TIME FOR NURSING MOTHERS

PURPOSE

To define the policy, procedures, and processes related to the provision of break time for Nursing Mothers as required by the Patient Protection and Affordable Care Act (PPACA) and Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act).

POLICY

In compliance with the Patient Protection and Affordable Care Act (PPACA) and the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act), Mississippi State University provides reasonable break time as frequently as needed for faculty and staff employees to express breast milk as well as provision of an appropriate location to express breast milk. Employees will be provided with a place to express breast milk, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public.

PROCEDURE

1. Breastfeeding employees shall be allowed a reasonable amount of break time to express milk as frequently as needed by the nursing mother, for up to one (1) year following the birth of the employee's child. The frequency of breaks needed to express breast milk as well as the duration of each break will likely vary. Supervisors and employees are encouraged to confer in good faith in advance to determine reasonable frequency and duration of breaks. If any disagreement cannot be resolved, the supervisor shall contact Human Resources Management to facilitate a final determination.
2. 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. If additional time is needed beyond allotted break time, the supervisor must allow the employee to use paid leave or unpaid time for that purpose. Where an employee elects to use a generally available non-compensated break period, such as a lunch break, to express milk, that period will remain non-compensated.
3. 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 and will include signage indicating the room is in use. 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. A list of designated lactation support rooms is available at:
<https://www.healthpromotion.msstate.edu/initiatives/mothering-rooms>.
4. Employees may temporarily store their breast milk on the premises. A refrigerator that is

normally available for employees' use will also be available for storage of reasonable quantities 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.

REVIEW

This policy and procedure will be reviewed by the Chief Human Resources Officer at least every four years.

REVIEWED

/s/ Leslie Corey
Chief Human Resources Officer

8/28/2023
Date

/s/ David Shaw
Provost and Executive Vice President

8/28/2023
Date

/s/ Tracey N. Baham
Associate Vice President, Institutional Strategy & Effectiveness

8/28/2023
Date

/s/ Joan Lucas
General Counsel

8/28/2023
Date

APPROVED BY:

/s/ Mark E. Keenum
President

8/28/2023
Date