

## Break Time for Nursing Mothers FAQ

### 1. What rights do I have as a nursing mother at work?

- You have the right to break time to express breast milk for your nursing child for 1 year after the child's birth. All non-exempt employees who are covered by the Fair Labor Standards Act have this right. For more details about who is covered, see the links below.

### 2. How often and long can I express milk?

- Reasonable break time is required by law. Frequency and duration of each break will likely vary, depending on the needs of the mother.

### 3. Are the breaks compensated or uncompensated?

- Uncompensated, unless you already receive compensation for your regular breaks. Any additional time spent expressing milk will be uncompensated.

### 4. What kind of space must my employer provide?

- A place other than a bathroom that has a locked door, is shielded from view, and is free from intrusion by coworkers and the public. A sink or refrigerator in or near the pumping space may be available but is not required. It does not need to be a permanent dedicated space, but it must be available each time you need it.

### 5. Can I use my own private office?

- Yes, as long as it meets the criteria and is agreed upon with your supervisor.

### 6. Where can I store my milk?

- In a break room refrigerator, a designated refrigerator, or your personal cooler. It's helpful to label the container with your name and date.

### 7. Which employers are covered by the law?

- All employers are covered except those with fewer than 50 employees and a federal government issued exemption.

### 8. Where should I go for more information?

- [http://www.dol.gov/whd/nursingmothers/Sec7rFLSA\\_btm.htm](http://www.dol.gov/whd/nursingmothers/Sec7rFLSA_btm.htm)
- <http://www.dol.gov/whd/regs/compliance/whdfs73.htm>
- <http://www.dol.gov/whd/nursingmothers/faqBTNM.htm>
- <http://www.usbreastfeeding.org/Employment/WorkplaceSupport/WorkplaceSupportinFederalLaw/tabid/175/Default.aspx>

