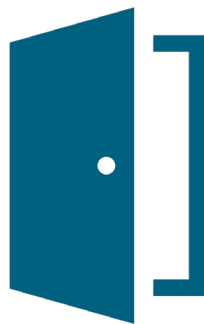


Know Your Workplace LACTATION RIGHTS

Issue	Pump Act 2023
Break time	Reasonable breaks must be provided as often as needed. An employee must be relieved from duty or paid for their break time. If an employee is not completely relieved from their work duties while pumping, the pumping time counts as time worked when calculating minimum wage and overtime.
Lactation Space	Not a bathroom. A clean, private, free from intrusion and shielded from view space. This may be a temporary space.
How long?	One year following birth.
Workers Covered	All workers, except airline flight crewmembers. Certain railway & motorcoach employee's coverage starts 12/29/2025.
Employers Covered	All employers Those with fewer than 50 employees may be exempt in rare cases if they can prove "undue hardship."
Enforcement	<ul style="list-style-type: none"> • U.S. Dept. of Labor, Wage & Hour Division, (913) 551-5721. • An employee may file a lawsuit for monetary remedies against an employer who breaks the law.
Need help or information	<ul style="list-style-type: none"> • Center for WorkLife Law at (415) 703-8276 or hotline@worklifelaw.org • A Better Balance at (833) 633-3222 or abetterbalance.org/get-help • Nebraska Breastfeeding Coalition https://nebreastfeeding.org/



TIME TO PUMP



PRIVATE LOCATION



PROTECTED BY LAW