

**480.1 NURSING MOTHERS, LACTATING EMPLOYEES, AND PREGNANCIES  
ACCOMIDATIONS**

**I. PURPOSE**

- A. The purpose of this policy is to provide break time for nursing mothers in accordance with the Patient Protection and Affordable Care Act (PPACA), which took effect when the PPACA was signed into law on March 23, 2010 (P.L.111-148). This law amended Section 7 of the Fair Labor Standard Act (FLSA).
- B. This policy will also provide a place for nursing mother to express milk.

**II. GENERAL STATEMENT OF POLICY**

- A. The following procedures and policies regarding break time for nursing mothers are adopted by the school district, pursuant to the requirements of the PPACA, and are consistent with the requirements of the Minnesota Fair Labor Standards Act and the U.S. Department of Labor

**III. DEFINITIONS**

- A. Nursing Mother
  - 1. Shall mean any woman employed by the school district who has given birth to a child.
- B. Reasonable Break Time
  - 1. Shall mean as frequently as needed by the nursing mother. The frequency of breaks needed to express milk as well as the duration of each break may vary.
- C. Mother's Room (Lactation)
  - 1. Shall mean a designated private room for mothers to express their breast milk

**IV. BREAK TIME ENTITLEMENT**

- A. Nursing mother will be provided reasonable break time to express their breast milk for her nursing child/ren.
- B. Nursing mothers will be completely relieved from duty during the nursing break times
- C. Nursing mothers who wish to express milk during the work day shall keep supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the school
- D. When more than one breastfeeding employee needs to use the designated private mother's room shielded from view near employee's work space and free from intrusions. Employees can use the sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs. Any disagreements will need to be worked out with the employee's supervision.

**V. LOCATION ENTITLEMENT**

- A. A private “lactation room” shall be available for employees to breastfeed or express milk. The room will be private and sanitary, sink will be located close by with running water for washing hands and rinsing out breast pump parts, and have an electrical outlet. If employees prefer, they may also breastfeed or express milk in their own private office, in other comfortable locations agreed upon in consultation with the employee’s supervisor and sign out lactation kit.

**VI. DISSEMINATION OF POLICY**

- A. This policy shall be available and accessible at all times to all employees on the district website.
- B. The Human Resource Director is responsible for informing pregnant and breastfeeding employees about this policy and the availability of the mother’s room.

**Legal References:** Minnesota Stat. 181.939 (Nursing Mothers)  
Section 7 of the Fair Labor Standards Act of 1938 (29 U.S. C. 207)  
Public Law

**Foley Public Schools Adoption Record: 02-26-2018, 8/14/2023**