

Know Your Workplace LACTATION RIGHTS



Issue	PUMP Act 2023
Break time	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Not a bathroom. A clean, private, free from intrusion and shielded from view space. • This may be a temporary space.
How long does this apply?	<ul style="list-style-type: none"> • One year following birth.
Which workers are covered?	<ul style="list-style-type: none"> • All workers, except airline flight crewmembers. • Certain railway & motorcoach employee’s coverage starts 12/29/2025.
Which employers are covered?	<ul style="list-style-type: none"> • 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 - (415) 703-8276 or hotline@worklifelaw.org • A Better Balance - (833) 633-3222 or www.abetterbalance.org/get-help • Nebraska Breastfeeding Coalition - www.nebreastfeeding.org/



TIME TO PUMP



PRIVATE LOCATION



PROTECTED BY LAW