



EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

Breastfeeding Support Is The Law

In 2010, the Fair Labor Standards Act (FLSA) was amended to include protection for breastfeeding employees. ***Title 29 United States Code Section 207 Requires:***

TIME

An employer must provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express milk.

SPACE

Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

PAY

Employers are not required under the FLSA to compensate nursing mothers for breaks taken for the purpose of expressing milk. However, where employers already provide compensated breaks, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for break time.

SOURCE: www.dol.gov/whd/nursingmothers

HELPLINE: U.S. Department of Labor (Omaha Office): 402-221-4682

Business Case for Breastfeeding

Mothers and babies are not the only ones who benefit from breastfeeding. Companies that provide time and space for women to express their milk enjoy significant cost savings, including:

- Lower rates of absenteeism
- Higher rates of employee retention
- Lower health care costs
- Higher employee productivity

Breastfeeding Saves Money

The Business Case for Breastfeeding is a free toolkit developed by the U.S. Department of Health and Human Services that contains helpful information for businesses to support breastfeeding employees.

ON THE WEB: www.womenshealth.gov/breastfeeding

Breastfeeding and Working

EVERYONE BENEFITS

- Babies: Lower risk of infections, illness and obesity.
- Businesses: Parents of breastfed babies take less family sick leave.
- Families: Save \$1,500 per year in formula costs.

[**EMPLOYER SPOTLIGHT:** Mutual of Omaha's internal study reports a yearly savings of \$115,881 in health care claims among families enrolled in a lactation support program. Per person costs were \$1,246 more for employees who did not participate in the program.]

Building a Lactation Support Program Requires Few Resources

- Private space for milk expression
- Flexible breaks
- Support
- Education



LOCATION: State Office Building, Lincoln, NE

RESOURCES

Nebraska Department of Labor: www.dol.nebraska.gov

U.S. Department of Labor: www.dol.gov/whd/nursingmothers

Regional (Omaha) Helpline: 402-221-4682

The Business Case for Breastfeeding: www.womenshealth.gov/breastfeeding

Nebraska Breastfeeding Coalition: www.nebreastfeeding.org

MilkWorks ~ Breastfeeding Support (Lincoln): 402-423-6402, or www.milkworks.org

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