

Inspiring WellBeing

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PUMP Act & Back-Up Care Program

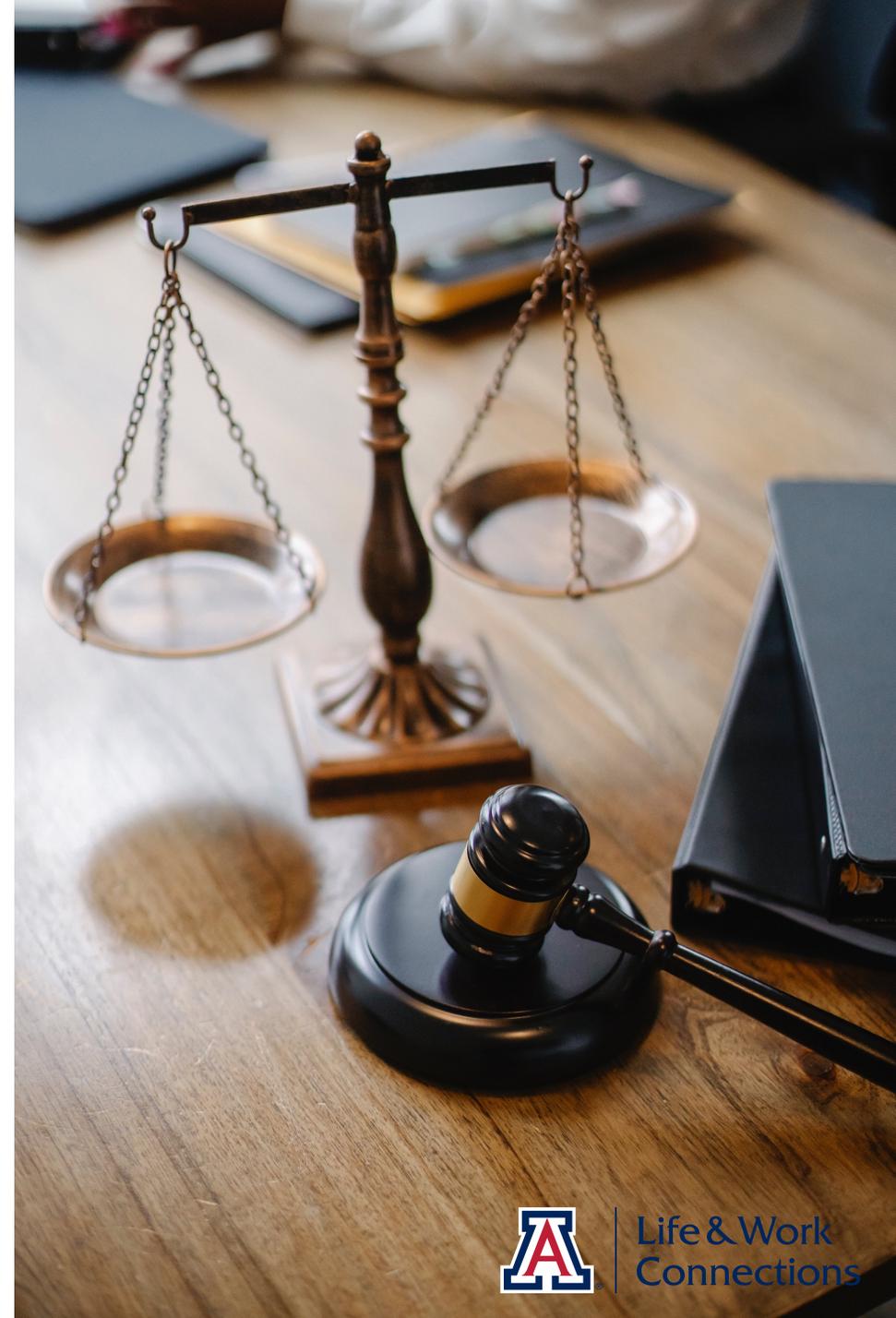
Federal Regulations



“The Fair Labor Standards Act (FLSA) requires employers to provide reasonable break time for an employee to express breast milk for their nursing child for one year after the child's birth each time such employee has need to express the milk. Employees are entitled to a place to pump at work, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public.”

PUMP Act

The PUMP Act grants employees **access to legal recourse** options available to address other violations of the Fair Labor Standards Act, should their employers disregard the requirements of the law.



FAIR LABOR STANDARDS ACT AND OVERTIME POLICY

POLICY CONTENTS

Purpose and Summary

Definitions

Policy

Related Information*

Revision History*

POLICY INFORMATION



Effective Date: August 1, 2004

Last Revised Date: January, 2020

Reference:

Classified Staff Human Resources Policy Manual 311.0

University Handbook for Appointed Personnel 2.22

University Staff Manual 4-100

Responsible Unit: Human Resources

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Breastfeeding Rest Periods

Employees who are nursing are provided with reasonable unpaid break time to express breast milk after the birth of the child as long as providing such a break does not unduly disrupt operations. The department head will make reasonable efforts to provide the employee a private location, not a restroom, for nursing and/or expressing breast milk. The regulation requires availability of the break time for one year after the child's birth, and department heads are encouraged to be flexible when developing a plan of support for an individual employee.

<https://policy.arizona.edu/employment-human-resources/fair-labor-standards-act-and-overtime-policy>



Important details...

- Exempted and non-exempted employees are eligible now to receive break time for up to one year after the birth of a child.
- “Reasonable time” is not a specific number. It will depend on the individual needs and circumstances.
- The law only applies to birthing parents. Does not contemplate surrogate mothers or those who had a stillbirth and would like to donate the milk.
- The language used is not an inclusive one –“Nursing Mothers.”
- Friendly culture and environment make the difference.

Helpful Tools

[Family Resource Map](#)

[Guidelines for Lactation Spaces \(LWC\)](#)

- Resources
- FAQ's

[Establishing a Lactation Space \(LWC\)](#)

- [TAB C-15](#)
- Consultations

On-line resources

- OASH – [“What employers need to know”](#)
- [Fact Sheet #73 \(USDOL\)](#)



Lactation Spaces



- Trash can
- Cleaning supplies
- Electrical outlets
- Locks & sign
- Comfortable chair

- Hooks
- Mirror
- White noise machine
- Sink
- Refrigerator*

Back-Up Care Program

Subsidized in-home or in-center backup care for children
Subsidized in-home backup care for adults and elders
Nationwide through vendor Bright Horizons
80 hours in backup care per employee, per fiscal year
No registration fee. Co-pay \$6 or \$3 p/h when used

