



The Workplace Lactation
Division of Healthy Horizons

Fair Labor Standard Act Quick Assessment

The Fair Labor Standards Act has been amended to require covered employers to provide rest breaks and space for breastfeeding employees to express breast milk.*

Take the 5-minute quiz below to determine if you are in compliance with the new federal regulations.

- Identify a designate a private space in the work location, other than a bathroom, which can be used for employees needing to express breast milk.
- Develop a written lactation accommodation policy† that can be included in the employee handbook and provided with leave of absence paperwork for mothers.
- Communicate how the designated space can be accessed and whether other mothers will be using it.
- Analyze work schedules to ensure that appropriate breaks can be provided when necessary.
- Train managers and supervisors about new policies and procedures for nursing mothers and ensure that they are aware of the need for accommodation and space.

Breastfeeding support in the workplace will positively impact the bottom line. Results include:

- Higher employee retention
- Fewer absences and reduced sick time
- Lower health care costs
- Added recruitment incentive for women
- Fewer unscheduled personal days

Legislation effective as of March 23, 2010.

*Find more information at lactationnav.com. See the Lactation Law page.

† An editable Lactation Accommodation Policy is available for no charge at lactationnav.com. See the Resources page.