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| **5.45**  | **Nursing Mother Accommodations *(Adopted 4-15-2014)*** East Central College will comply with the requirements of the Patient Protection and Affordable Care Act (PPACA), which amended Section 7 of the Fair Labor Standards Act (FLSA) to provide a reasonable amount of break time to express milk as frequently as needed by the nursing mother.  |
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**Procedures:**

####  5.45.1 Providing Accommodation

 The College will accommodate employees who are nursing mothers and who

need to express milk during the work day for up to one (1) year after the child’s birth. Employees covered by this provision will work with their supervisor to determine how best to accommodate the needs of the mother while still meeting job expectations.

####  5.45.2 Time for Lactation Accommodation

Supervisors will be required to provide a reasonable amount of break time to express milk as frequently as needed by nursing mothers. Nursing mothers covered by Policy 5.32 will be allowed to extend the two paid fifteen minute breaks provided in that Policy by up to an additional 15 minutes of paid time to express milk if needed. If a longer break time is necessary, the employee will be required to make up the missed time or use vacation/personal leave. If an employee takes more than the two paid breaks and the unpaid 30 minute lunch break during the work day to express milk, the employee will need to make up the time missed or use vacation/personal leave. Non-exempt employees will be required to record break times on the timecard. Accrued sick leave cannot be used for milk express breaks as this does not qualify for sick leave.

####  5.45.3 Environment for Lactation Accommodation

The nursing mother may use her office, an office in the immediate work area or one of the private locations designated by the College for expressing milk. Milk may be stored in College refrigerators located in the break areas throughout the campus.