## Procedure 907: Pump for Nursing Mothers Act (PUMP)

Category: Personnel

Covered Individuals: All CEI Employees

##### Approved: 7/10/2023

### **115.1 Purpose**

As required by the federal Fair Labor Standards Act of 1938 the Pump for Nursing Mothers Act (PUMP), Pregnant Workers Fairness Act (PWFA), College of Eastern Idaho will provide reasonable accommodations to employees with limitations related to lactation accommodations in the workplace.

### **115.1 Procedure**

An employee may request an accommodation for a reasonable break time for lactation of breast milk for such an employee’s nursing child for 1 year after the child’s birth each time as employee has a need to express milk. The individual may be requested to submit a statement from a health care provider substantiating the need for the accommodation.

Upon receipt of a request for accommodation, HR will contact the employee or applicant to discuss the request and determine if an accommodation is reasonable and can be provided without significant difficulty or expense, i.e., undue hardship.

While the reasonableness of each accommodation request will be individually assessed, possible accommodations include allowing the individual to:

* A private place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express milk
* Agree to a work schedule on the need to pump with the employee’s immediate supervisor
* There is no limit to the maximum breaks for lactation purposes
* Missed time from work cannot be made up and breaks are paid

College of Eastern Idaho prohibits any retaliation, harassment or adverse action due to an individual’s request for an accommodation under this procedure or for reporting or participating in an investigation of unlawful discrimination under this procedure.