

Why support lactating employees?

- Saves money: fewer health insurance claims and lower medical costs averaging \$400 in annual savings per breastfed baby
- Reduces employee turnover
- Lowers employee absenteeism
- Improves employee productivity
- Raises employee morale and company loyalty
- It's the Law

What can employers do to support lactating parents in the workplace?

- Develop policy and determine who oversees this program
- Inform employees of the new policy
- Provide a clean, private place with access to electric outlets and a chair
- Offer flexible breaks
- Apply for [Breastfeeding Friendly Employer](#) recognition
- Consider insurance coverage for lactation consultants and breast pumps
- Consider corporate lactation program if staff includes significant number of parents
- Understand the laws

Vermont Law Act 117

- Vermont law (Act 117) provides protection for parents who breastfeed in places of public accommodation (schools, restaurants, stores, and other facilities serving the public).
- For more information contact the [Vermont Human Rights Commission](#) (hrc.vermont.gov) at 802-828-2480 or toll-free at 800-416-2010, or by email at human.rights@vermont.gov

Vermont Labor Law Amended

- Vermont's labor law was amended in 2008 to include the following:

Up to 3 years following the baby's birth,

- Provide reasonable time, either compensated or uncompensated, throughout the day for the employee to express milk, and
- Make a reasonable accommodation to provide appropriate private space that is not a bathroom.

Federal Law: Break Time for Nursing Mothers

- Federal law requires employers to provide reasonable break time for an employee to express milk for a nursing child for one year after the child's birth each time such employee has need to express the milk ([Section 7 of the FLSA](#)).
- Employers are 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.

PUMP Act

- New law signed in 2022 made several changes to the **Break Time for Nursing Mothers** law. The PUMP for Nursing Mothers Act ([PUMP Act](#)):
 - Expands the legal right to receive pumping breaks and private space to many more workers including teachers, registered nurses, and farm workers.
 - Clarifies that if employee is not relieved from work duties during the pumping break, the pumping time will count as time worked.
 - If employers do not comply with the law, employees can file a complaint and may choose to file a lawsuit, including monetary damages, against their employer.

What can employees do if their rights have been violated?

- An employee who believes their right to express milk has been violated can contact the Center for Work Life Law's free hotline at 415-703-8276 or visit [A Better Balance \(abetterbalance.org/know-your-rights\)](https://abetterbalance.org/know-your-rights)
- An employee who believes their right to express milk has been violated should contact the [Vermont Attorney General, Civil Rights Unit](#) (CRU) at 802-828-3657 or toll-free 888-745-9195. The CRU may investigate and enforce provisions of the law, and lost wages may be recovered.
- Alternatively, an employee who believes their rights have been violated may make a complaint to the Vermont Judicial Bureau through the [Vermont Department of Labor, Wage and Hour Division](#) at 802-828-0267.
- The Federal Fair Labor Standards Act providing [break time for nursing mothers](#) is enforced by the [U.S. Department of Labor's Wage and Hour Division](#), 802-951-6283.

Resources

Vermont Department of Health – healthvermont.gov

Vermont Department of Labor – labor.vermont.gov

Vermont Human Rights Commission – hrc.vermont.gov

Vermont Attorney General, Civil Rights Unit – ago.vermont.gov/divisions/civil-rights

A Better Balance and Center for Work Life Law – abetterbalance.org / Free, confidential legal helpline: 1-833-NEED-ABB (1-833-633-3222)

Office on Women's Health – womenshealth.gov