

POLICY ON NURSING MOTHERS AND LACTATION SUPPORT

Introduction

California State University, Fresno recognizes the importance and benefits of nursing and lactation support for mothers and their new-born and young infants and will provide reasonable breaks and clean and functional lactation stations for its nursing employees. Fresno State will make available to nursing employees accommodations that are never less than those required by federal or state law.

Employee Breaks to Express Milk

The length and the frequency of periods a nursing mother needs to express milk varies. Accordingly, a Fresno State manager is required to grant a nursing employee a reasonable amount of break time to express milk as often as she requires. Managers are not required to authorize compensation to a nonexempt employee for time needed to travel to and from the lactation station and to express milk. However, if an employee expresses milk during a period covered by a rest break, the break to express milk shall be compensated up to the time allocable to the break. To the extent authorized by the employee's governing collective bargaining agreement and wage and hour laws, a manager may reschedule rest and meal breaks to accommodate the employee's need to express milk. Exempt employees will not suffer a loss in pay due to the need to take a work break to express milk.

Room Accommodations

Fresno State will provide to its employees access to a reasonable number of lactation stations across its campus. The stations will be in a private area, shielded from the view of co-workers and the public and freed from intrusion, and will not be placed in toilet stalls or within the immediate confines of a lavatory. A station may be placed in a private room connected to a restroom lounge. At a minimum, each lactation station will contain a comfortable chair, access to electricity, and a table near or attached to the chair, that will support a lactation pump. An employee who works in a private office assigned exclusively to her may express milk in her office provided that it meets the functional requirements of this policy and state and federal law.

Publication of Policy

The Department of Human Resources shall broadly disseminate this policy to Fresno State employees, and all managers are required to be familiar with its terms. Human Resources will yearly publish a synopsis of this policy and the location of lactation stations on its website and in Fresno State's *General Catalog*.