

# EVERYTHING YOU NEED TO KNOW ABOUT THE PUMP for Nursing Mothers Act

The PUMP for Nursing Mothers Act closes the coverage gap that left many women without federal protection of their right to break time and a private space to pump during the workday. Starting April 28<sup>th</sup>, 2023 employers will need to comply with the requirements listed below and address employee awareness and other cultural considerations.



**9 MILLION** currently unprotected workers will have the legal right to pumping breaks and private space as a result of the PUMP Act

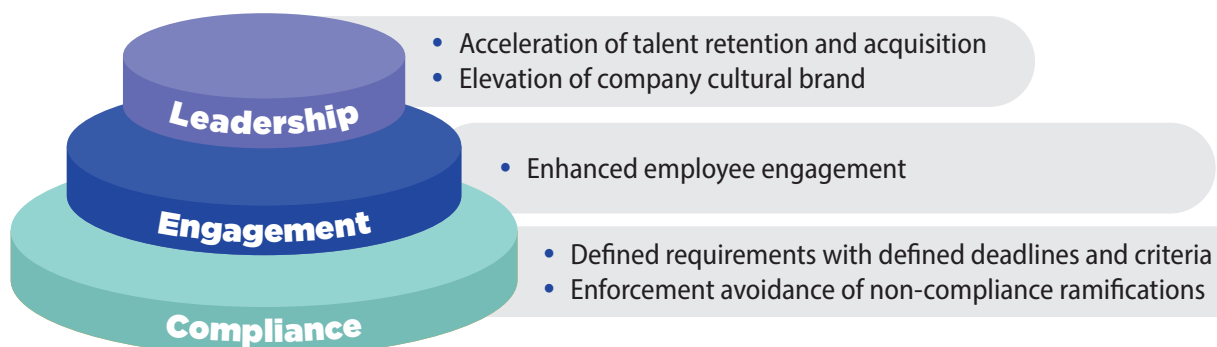
## Compliance Requirements of the PUMP Act

- 1 Provide a Private Location**  
The space must be separate from a bathroom, shielded from view and free from intrusion from coworkers and the public, functional for expressing milk, and have an electrical outlet.
- 2 Provide a Reasonable Break Time**  
Break time must be paid if it falls within the normal workday. Employers do not have to provide breaks if doing so would cause an undue hardship on the employer.
- 3 Communicate the Policy**  
Employers should post a notice regarding the Act (which can be obtained from the Department of Labor's website) in a visible location in the workplace.
- 4 Train Supervisors**  
This will ensure that supervisors are knowledgeable about the law and are able to effectively implement the policy.
- 5 Keep Records**  
These records should include the date and time of the break, the duration of the break, and the location where the break was taken.
- 6 Respond to Requests**  
Employers should work with employees to find a solution that meets the needs of the employee and the employer.



## Beyond Compliance

Compliance with requirements is merely a starting point to differentiate and elevate employee satisfaction; addressing the changing expectations of a multigenerational workforce is a basis for deeper employer commitment.



## Learn More About the PUMP Act and How We Can Help



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Working  
Project**

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