

Know Your Workplace Lactation Rights



Time to Pump



Private Location



Protected by Law

Issue	PUMP Act	Pregnant Workers Fairness Act
Break time	Breaks must be provided as often needed. <i>Hourly workers' lactation breaks may be unpaid unless they are using paid break time or if they choose to work while pumping.</i>	Reasonable break time, as needed.
Lactation Space	Not a bathroom, free from intrusion and shielded from view	Reasonable space to meet employee's needs.
How long?	One year following birth	As long as needed—no age limit
Workers Covered	All workers <i>Except airline flight crewmembers. Certain railway & motorcoach employee's coverage starts 12/29/2025</i>	All workers
Employers Covered	All employers <i>Those with fewer than 50 employees may be exempt in rare cases if they can prove "undue hardship."</i>	Employers with 15 or more employees <i>Goes into effect June 27, 2023</i>
Enforcement	<ul style="list-style-type: none"> • U.S. Dept. of Labor, Wage & Hour Division, (913) 551-5721 • Courts 	Equal Employment Opportunity Commission, (913) 340-8810 or (800) 669-4000
Need help or information?	<ul style="list-style-type: none"> • Center for WorkLife Law at (415) 703-8276 or hotline@worklifelaw.org • A Better Balance at (833) 633-3222 • Kansas Breastfeeding Coalition - ksbreastfeeding.org/cause/business-case-for-breastfeeding or use QR Code below 	



Kansas
Breastfeeding
Coalition, Inc.

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