



POLICY FOR LACTATION BREAKS AND DESIGNATED SPACE FOR NURSING MOTHERS IN THE WORKPLACE

POLICY

In compliance with the Patient Protection and Affordable Care Act, the Archdiocese of Miami Pastoral Center or entities of the Archdiocese provides a private place and permits time for nursing mothers needing to express milk for up to one year after the birth of the lactating child.

I. DESIGNATION OF AND ACCESS TO SPACE

The Office of Human Resources or the administrator or office manager for the entity will designate “a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public”¹ for an employee to express breast milk.

Employees needing access to the room should contact the office of Human Resources or the administrator or office manager for the entity, for information regarding location and keys to the designated space.

II. COMPENSATION DURING LACTATION BREAKS

The Archdiocese of Miami’s policy provides two paid, 15-minute breaks for full-time, non-exempt (from FLSA) employees each day (see Employee Handbook). As such, the compensation of the 30-minute break periods may be applied to lactation breaks as needed. A nursing mother requiring additional breaks and/or break time will be able to take the time to do so, but the additional time will not be compensated.

At the discretion of the supervisor the employee (full-time, part-time or temporary may work the amount of additional time during the same week in order to maintain her normal compensation.

Initial: August, 2011

Current: August, 2011

¹ Patient Protection and Affordable Care Act, P.L. 111-118