

**LACTATION SUPPORT PROGRAM**

**I. Statement of Principle**

UNMC recognizes the importance of supporting new mothers who wish to continue to breastfeed while they are at work or attending school. UNMC acknowledges the health benefits of breastfeeding and believes that UNMC should make private, accessible and comfortable lactation rooms available to its employees and students who want to express milk while on campus and away from their infant.

**II. Break Time for Nursing Mothers under the FLSA**

UNMC is required to provide “reasonable break time for an employee to express milk for her nursing child for 1 year after the child’s birth each time such employee has need to express the milk”. UNMC is also 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 milk”.

**III. Time and Location of Breaks**

UNMC is required to provide “a reasonable amount of break time to express milk as frequently as needed by the nursing mother. The frequency of breaks needed to express milk as well as the duration of each break will likely vary”. UNMC and Nebraska Medicine join together in providing facilities and assistance for nursing mothers. Certified lactation consultants can be contacted through Nebraska Medicine at 402.559.6363.

<b>Current Available Facilities</b>	
<b>Olson Center for Women’s Health</b> Durham Outpatient Center Room 4654	Medela Symphony pump available. Call to schedule an appointment for first time use. Contact: 402.559.6345
<b>Clarkson Tower</b> Room 08174	Room is equipped with two stations. Medela Symphony pump available. Contact: 402.559.6363
<b>Clarkson Tower</b> Room 4811	Room is equipped with two stations. Contact: 402.552.3440
<b>Nebraska Medicine</b> Neonatal Intensive Care Unit: Room 48218	Medela Symphony pump available. Call NICU receptionist to schedule a time. Contact: 402.559.4442
<b>UNMC Information Technology Services</b> Business Service Center (4320 building, room 2057)	Employee or Student ID required for admittance. Room is <u>not</u> equipped with a pump, personal equipment must be used. For access, students and employees should contact: 402.559.7253
<b>UNMC College of Nursing</b> CON Room 4064	Room is <u>not</u> equipped with a pump, personal equipment must be used. For access, students and employees should contact: CON – 402.559.5414
<b>UNMC College of Public Health</b> Room 3029	Medela Symphony pump in room. Refrigerator provided. For access, students and employees should contact: COPH – 402.559.4960

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<b>Durham Research Center I</b> Room 1007	Room is equipped with three stations. For access, students and employees must contact: 402.559.3231.
<b>Durham Research Center II</b> Room 004 – Level B	Room is <u>not</u> equipped with a pump, personal equipment must be used. For access, students and employees must contact: 402.559.3231
<b>UNMC College of Dentistry-Lincoln</b> Room 1414 – Lower Level, inside the Women’s restroom in the student lounge	Room is <u>not</u> equipped with a pump, personal equipment must be used. Contact: 402.473.1342
<b>UNMC College of Nursing –Lincoln</b> LRC Room 29 – Lower Level	Room is <u>not</u> equipped with a pump, personal equipment must be used. Contact: 402.472.7378
<b>UNMC College of Nursing –Kearney</b> Memorial Student Affairs Building, Suite #144	Room is <u>not</u> equipped with a pump, personal equipment must be used. Contact: 308.865.8964
<b>Munroe-Myer Institute (MMI)</b> Room 2095	Room is <u>not</u> equipped with a pump, personal equipment must be used. Contact: 402.559.5714
<b>ECCP East Campus Corporate Pavilion</b> Room 2092, Room 4077, Room 3056	Room is <u>not</u> equipped with a pump, personal equipment must be used.
<b>Wittson Hall</b> Rooms WH3051, WH4031	Will be available for use end of November 2016.

**IV. Coverage and Compensation**

UNMC is not required under the FLSA to compensate nursing mothers for breaks taken for the purpose of expressing milk. However, where UNMC already provides compensated breaks to employees, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for break time.

**V. Time Away from Work**

Supervisors should attempt to be flexible and provide reasonable accommodation to support the needs of nursing mothers. For some, expressing milk may be a physical necessity. Employees, in consultation with their supervisors, are permitted to flex their work schedules for the purposes of lactation.

**Please contact Human Resources/Employee Relations at 402.559.5827 with any questions regarding lactation facilities and/or providing reasonable break time.**