Creating Lactation Support at East Carolina University
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Joyner Library Paraprofessional Conference: Navigating the Path to Diversity
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<th>Timeline</th>
<th>Locations on Campus</th>
<th>Future Projects/Goals for Lactation Support at ECU</th>
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<td>2013:</td>
<td>2016: Pre-2013</td>
<td>• Standardize lactation accommodations across campus</td>
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<td>Two lactation rooms for ECU-Qures, created by Student Senate</td>
<td>Lagoon Library (West Campus)</td>
<td>• Lactation support packets</td>
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<td>2014:</td>
<td>2017: Post 2013 – Main Campus</td>
<td>• Hospital-grade pumps in each room</td>
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<td>Parenting on leave from current position, Lagoon Library – opening</td>
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<td>2015:</td>
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<td>• Increased room accessibility and security</td>
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<td>Lactation room at Joyner Library</td>
<td>Brody School of Medicine</td>
<td>• Increase response from key holders</td>
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<td>2016:</td>
<td>2019: Post 2013 – Other Locations</td>
<td>• Improve online accessibility</td>
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The Law
The Patient Protection and Affordable Care Act (PL. 11-145) amended section 7 of the Fair Labor Standards Act (FLSA) to require employers to provide:
- "reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth" each time such employee has need to express the milk." (U.S. Department of Labor) |
- "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 breast milk." (U.S. Department of Labor)

Who is covered under the law?
Employees who work for employers covered by the FLSA and are not exempt from section 7 (U.S. Department of Labor).

Are public universities covered by the law?
Yes. The FLSA covers institutions of higher education, as well as preschools, elementary and secondary schools, and federal, state, and local government agencies (U.S. Department of Labor).

Are public libraries covered by the law?
Yes. Public libraries must provide reasonable break time and a private space for covered employees that request lactation accommodations.

Does my employer have to compensate me for breaks taken to express milk?
No. However, if an employer already provides compensated breaks, the employee who uses that break for expressing breast milk must be compensated in the same way as other employees (U.S. Department of Labor).

Benefits to the University
- Decreased Absenteeism
- Lowered Health Care Costs
- Improvements in Employee Retention
- Job Satisfaction
- Increased Productivity
- Improved morale
- Recognition as a "family friendly" business
- Recruitment and retention (Mason 2006)

Lactation Room Design
- Minimum Established by Law:
  - Private space that is shielded from view
  - Free from intrusion
  - Not a bathroom
- Best Practice Guidelines:
  - 7x7 space
  - Adequate lighting
  - Private
  - Comfortable seating
  - Sink for washing pump parts
  - Electrical outlet
  - Refrigerator
  - Table or counter

Acknowledgements
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