

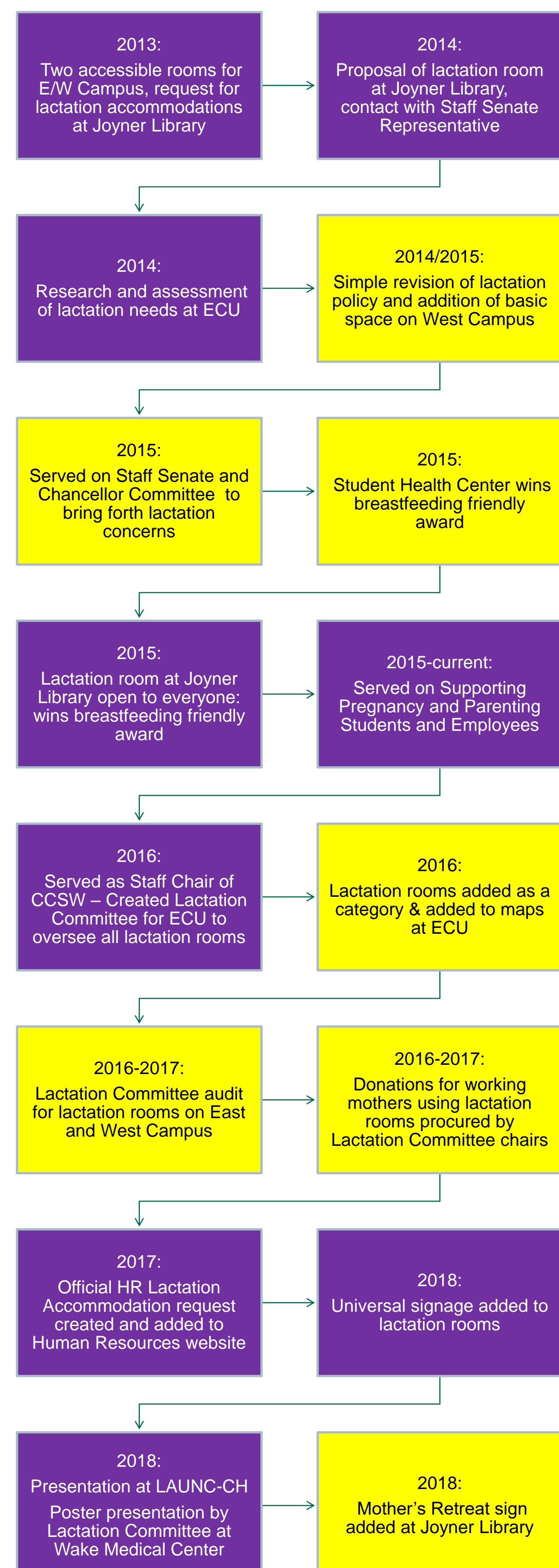


SERVIRE

In 2012, there were two lactation rooms on campus. Since then, nine more rooms have been created. The library building was selected for the creation of a lactation room due to the building's distance from other lactation room accommodations on campus, as well as the large numbers of staff and students that utilize the building space.

Through collaboration with various committees and organizations on campus, various enhancements were made to existing policies as well as the creation of an additional policy that would further the commitment and mission of the university.

Timeline



The Law

The Patient Protection and Affordable Care Act (P.L. 11-148) 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 breastmilk must be compensated in the same way as other employees (U.S. Department of Labor). Employers are also required to provide as many breaks as are needed (U.S. Department of Labor).

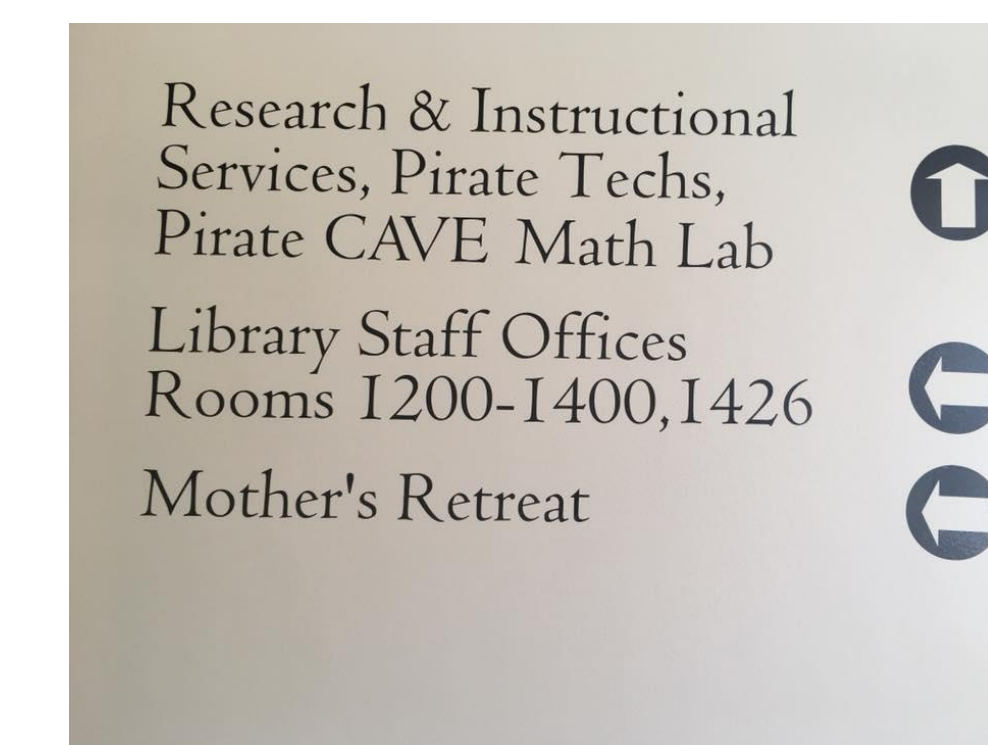
Benefits to the University

- 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 (York 2008)

Lactation Rooms



Locations on Campus

Pre-2013

- Laopus Library (West Campus)
- Old Cafeteria Building (Main Campus) *no longer exists

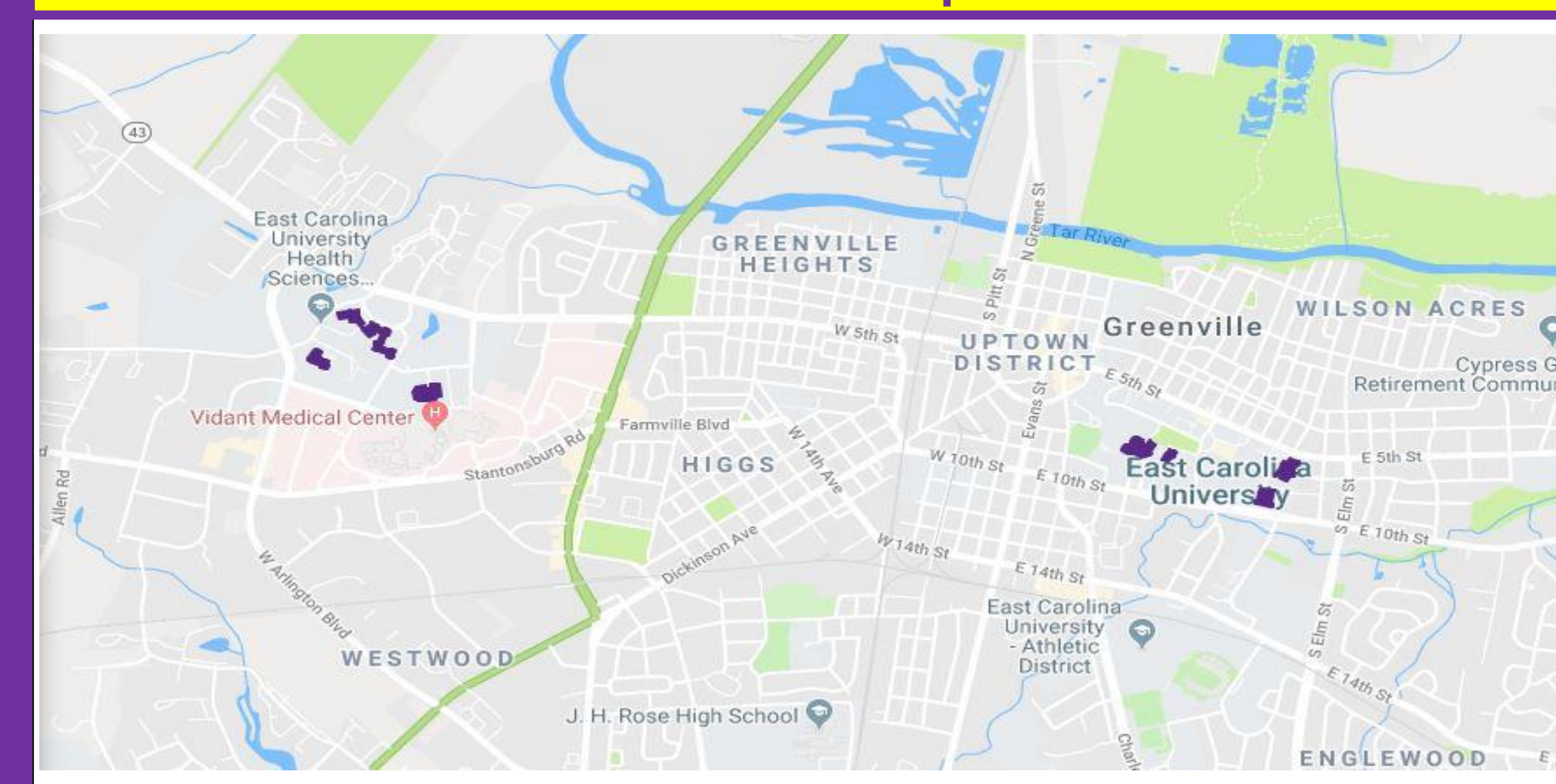
Post 2013 – Main Campus

- Joyner Library
- Brewster
- River Building (Nancy Darden Child Development Center)
- Student Health Services

Post 2013 –West/Medical Campus

- Brody School of Medicine
- Family Medicine
- Laopus Library
- Ross Hall Room
- Health Sciences Student Center

On the Map



Future Projects/Goals for Lactation Support at ECU

- Standardize lactation accommodations across campus
- Lactation support packets
- Hospital-grade pumps in each room
- Manual pumps for purchase
- Increased room accessibility and security
- Increase response from key holders
- Improve online accessibility
 - PiratePort button
 - Directional instructions
 - Photographs and services
 - Contact information
 - Information on rights and responsibilities
- Targeted training for administration and supervisors
- Development of a Lactation Compliance Officer
- Increased support for students
- Compliance for benefits enforcement
- Collaboration with outside groups
- Advanced revision of policies to include best practices
 - 24 months vs 12 months
 - Include student protections in policy
 - Best practice room design
 - Inclusion in future construction projects

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