

KEAN UNIVERSITY

Break Time for Nursing Mothers

Kean University is committed to providing 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, pursuant to Section 7 of the Fair Labor Standards Act as amended by the Patient Protection and Affordable Care Act ("Affordable Care Act") of 2010.

Kean University will also 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 breast milk. A bathroom, even if private, is not a permissible location under the Act. The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing mother's use, it must be available when needed in order to meet the statutory requirement. A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient provided that the space is shielded from view, and free from any intrusion from coworkers and the public.

Employees wishing to obtain additional information regarding the above may contact Lorice Thompson-Greer, Managing Administrative Assistant, in the Office of Human Resources at 908-737-3309 or lgreer@kean.edu.