

UAH provides nursing mothers with a reasonable amount of break time to “pump” or otherwise express breast milk for their nursing child for up to one year after the child’s birth. To support nursing mothers returning to work, private nursing mothers’ rooms that are equipped with a table, chair, and a lock from the inside are available at various locations across campus. Additional information regarding lactation support, including a list of nursing mothers’ rooms on campus, is available on the [Nursing Mother’s Room website](#).

If you are a non-exempt, hourly paid employee that already receives paid break time(s) in the course of your regular employment, you may use this time to pump and you will continue to be paid in the same way as other non-exempt, hourly paid employees are paid for breaks. All other breaks for pumping are not paid (unless you are performing duties during your break). Exempt, salaried employees will continue to be paid during reasonable break time(s) to pump.

It’s recommended that any nursing mother notify their supervisor in advance of returning to work of any request for reasonable break time(s) to pump or otherwise express breast milk so appropriate arrangements can be made. Please direct questions about your rights and responsibilities to pump at work to Human Resources.