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To: HR-UPDATE@LISTSERV.ARIZONA.EDU
Subject: LWC Lactation Resources



HUMAN RESOURCES

LWC Lactation Resources

For over twenty years, The University of Arizona has been a leader in offering a diverse range of [work/life](#) and [child care](#) programs to faculty, staff, and students. [Lactation sites](#) at several campus locations are a recent addition to these services provided by Human Resources.

These sites offer a private place where a breastfeeding mother can use a personal breast pump to continue providing breast milk for her baby. The provision of these sites allows employee mothers to meet important, infant nutritional needs, as well as work responsibilities. The dedicated efforts of sponsoring colleges or departments in establishing these varied sites recognizes the value of work/life balance for employees whose contributions enrich our UA community.

The recently-adopted *Patient Protection and Affordable Care Act* contains a provision that requires employers to accommodate breastfeeding mothers by allowing them a reasonable amount of break time to express breast milk. This provision is effective for up to one year following the birth of their child. A *Patient Protection and Affordable Care Act* fact sheet is available [here](#).

Human Resources strongly encourages the continued development of lactation sites in supporting healthy practices, and workforce recruitment and retention. Managers may contact [Human Resources Consulting Services](#) and employees may contact [Human Resources Employee & Career Advising](#) to discuss questions about providing a reasonable amount of break time for breast feeding mothers, including travel time to and from the lactation site and adequate time to express breast milk. For policy information, visit the Fair Labor Standards Act (FLSA) links in the University Handbook for Appointed Professionals - [UHAP 2.22](#) and in the Classified Staff Human Resources Policy Manual - [Staff 311.0](#).

For related information on back-to-work strategies after the birth of a child, the "Mommy Connections" lactation program or to share new campus lactation sites, visit [UA Life & Work Connections Lactation](#) section or call (520) 621-9870.