

How to contact Employee Relations?



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Meeting the Needs of Nursing Mothers



Frequently Asked Questions

On March 23, 2010, a new amendment became effective under the Fair Labor Standards Act (FLSA) regulating break time for nursing mothers. The amendment requires employers to provide reasonable break time for a nursing mother to express breast milk for her child for one year after the child's birth each time she has need to express the milk. Employers are also required to provide a place other than a bathroom that is private (i.e. shielded from view and free from intrusion from coworkers and the public) to allow the nursing mother to express milk. This amendment only covers non-exempt employees.

Nationwide Children's Hospital is committed to promoting the health and well-being of our employees and children. The hospital supports breastfeeding! You may use this fact sheet to help you understand the new amendment. If you have additional questions, feel free to contact Employee Relations.

For more information, visit Employee [Wellness](#) on the Intranet, and click on "New Parents"

Q: How much break time is required under the law?

A: The amendment requires employers to provide a "reasonable" amount of break time as often as needed. Frequency and duration of breaks may vary, and managers may require employees to document their break time for lactation purposes.

Q: Are employers required to compensate nursing mothers for breaks taken for the purpose of expressing milk?

A: No, employers are not required to compensate nursing mothers for this break time. However, if the employee uses a regularly scheduled paid break to express milk, that time will be paid in the same way that other employees are paid. If an employee is in an area where breaks are paid, but is taking an additional break for lactation, additional break time is unpaid time.

Q: Can employers ask nursing mothers to use regular break periods to meet this requirement?

A: Yes. However, employers should provide additional break opportunities as frequently as needed by the nursing mother.

Q: What should a manager do if there is a conflict between staffing needs (i.e. unusually high patient volumes or some unique circumstance) and an employee's need to express milk?

A: Managers should do everything they can to reasonably accommodate the employee. However, there may be times when the employee is asked to temporarily delay expressing milk until she can be relieved by another staff member.

Q: Does the hospital have lactation rooms available for nursing mothers?

A: Yes! Nationwide Children's supports breastfeeding and is outfitted with the necessary resources for the needs of new mothers. The hospital has several private lactation rooms fully equipped with hospital-grade lactation pumps available for employee use. There is also a lactation room conveniently located within Employee Health for employee use, as well as these other locations:

- 255 E. Main St., 2nd Floor
- Blue Jacket Resource Center
- 6th Floor, off tower Waiting Area
- C2 Surgical Hospitality Room
- A2 NICU
- J4 NICU
- C4 NICU