



# Workplace Lactation Accommodations: Employer Toolkit

In December 2022, the Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act and Pregnant Workers Fairness Act were passed into law.

The PUMP Act built on existing protections first established in 2010 by expanding the right to break time and a private space for pumping breast milk to cover nearly every worker in the United States. It also introduced a critical enforcement mechanism by granting employees the ability to file a lawsuit if their employer violates the law.

The Pregnant Workers Fairness Act gives workers the right to reasonable accommodations to stay healthy and working during and after pregnancy.

To help employers comply, the USBC-affiliated Workplace Support Constellation developed the Workplace Lactation Accommodations: Employer Toolkit below, which brings together easy-to-share resources, practical information, and helpful templates. Organizations and individuals are invited to utilize the toolkit content to implement workplace lactation support.

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# Requirements Under the Law

## PUMP Act

The PUMP for Nursing Mothers Act gives workers the right to:

- Reasonable time to express milk while at work, as needed
- A private place to pump that is not a bathroom, is shielded from view, and is free from intrusion from coworkers and the public. The space must be functional as a space for pumping (e.g. free of hazards, with seating).

These accommodations must be provided for one year after the child's birth and be available each time an employee needs it. Retaliation against employees for requesting or taking lactation breaks is illegal under the PUMP Act and other laws.

### What's New?

The PUMP Act is a new law that made several important changes to the nation's previous workplace lactation law (the 2010 Break Time for Nursing Mothers provision of the FLSA). The 2022 PUMP Act closed loopholes in the original law. The PUMP Act builds on the 2010 protections by:

- Extending protections to nearly 9 million additional workers by closing the loophole that excluded those not eligible for overtime. This means nearly all workers now have rights under the PUMP Act, with only limited exceptions.
- Establishing a new enforcement mechanism by giving employees the right to sue and seek compensation for violations.
- Clarifying pay requirements by making clear that pumping time counts as hours worked if the employee is not completely relieved from duties during the break, and that salaried employees must continue to receive their full pay. For more on lactation break pay issues, [see here](#).

## Pregnant Workers Fairness Act

The Pregnant Workers Fairness Act (PWFA) applies to employers with 15+ employees and gives workers the right to reasonable accommodations to protect their health and maintain employment during pregnancy and the postpartum period, including accommodations related to lactation/breastfeeding. This can include, but is not limited to:

- Extra breaks
- Flexible scheduling
- Being able to sit down or drink water
- Uniform changes
- Taking time off of work
- Limiting exposure to hazardous chemicals

Both the PUMP Act and PWFA protect employees from retaliation.

## State Laws

In addition to the federal PUMP Act and Pregnant Workers Fairness Act, many states and localities have their own laws that provide protections for lactating workers. Some go further than the federal requirements, such as mandating lactation spaces with running water or a refrigerator, or requiring that lactation breaks be paid. These state and local laws apply in addition to the federal laws, and employers must follow whichever standard offers the greatest protection to their lactating employees.

To see the laws that apply in your state, [visit this guide from the Center for WorkLife Law](#).

## What Workers Need

To maintain their milk supply and prevent health complications such as infection, lactating employees need, at a minimum:

- Time to pump (express) breast milk about as often as their baby usually eats
- A clean and private space, that is not a bathroom, to pump in
- A safe space to store their breast pump and expressed breast milk

## Lactation Space Solutions

Providing a dedicated lactation space demonstrates respect for employees' health needs and creates a supportive, family-friendly workplace. Even small investments in privacy and functionality can improve employee satisfaction, retention, and productivity.

The PUMP Act requires that employers provide a space that is shielded from view and free from intrusion by co-workers or the public. For some worksites, this may mean a dedicated, furnished lactation suite. In other cases, employers can create or convert temporary spaces, or make an existing space available when needed. If the space is not dedicated solely for milk expression, it must be available whenever an employee needs to pump or express breast milk.

The space does not need to be large (a minimum of 4' x 5' is recommended), but it should be functional for breast milk expression. Essential features include a chair, a flat surface for the employee's breast pump, and an electrical outlet. Ideally, the space is conveniently located, since traveling to a distant location increases break time and adds stress. The space should also be near running water to clean pump parts and a refrigerator for storing milk.

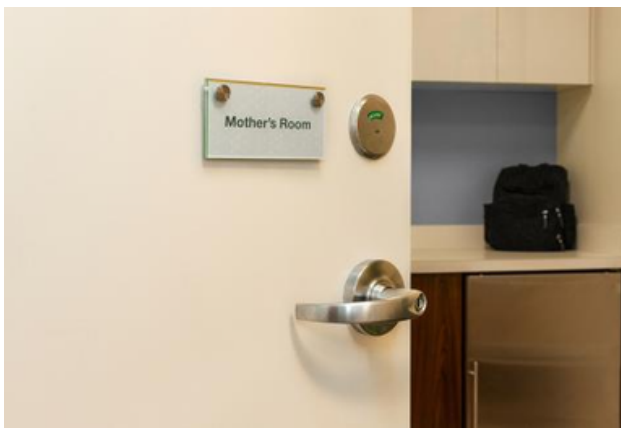
Many employers go beyond these baseline requirements by adding amenities such as a sink, refrigerator, or calming décor to the lactation space itself. These small touches

can make a big difference for employees. By providing thoughtful lactation accommodations, employers not only comply with the law but also support employee health, well-being, and productivity.

**Below are examples of lactation space solutions:**

## Lactation Suites

Employers may choose to provide one or more lactation suites for their employees. Each suite must include at least a comfortable chair, a flat surface for breast milk expression and equipment, and an electrical outlet. Many suites also offer additional amenities, such as a hospital-grade breast pump (designed for hygienic use by multiple employees), a sink, a refrigerator, and pleasing décor.



## Converted Conference Room

Employers may allow lactating employees to use a shared space, such as a conference room, for breast milk expression. The space must be available whenever an employee needs to express breast milk, and if other employees frequently use the room, alternate spaces should be provided for lactating employees. Any windows to the outside or interior office must have shades to ensure privacy, and the door should have a lock or appropriate signage to indicate when the room is in use for expressing breast milk.





## Outdoor or Mobile Space

Employers with employees who work in the field or outdoors (e.g., agriculture or construction) should provide lactating employees with a private, flexible mobile lactation space, such as a pop-up tent, a retrofitted portable restroom (without a toilet), or a small building. The space should have a place to sit and a flat surface for breast milk expression and equipment. If electricity is unavailable, battery-operated breast pumps can help reduce pumping time, while employees using non-electric pumps may require longer breaks.



## Multi-User Space

When multiple lactating employees are present at a worksite, an employer may allow them to express breast milk in a shared space. Each area must be shielded from view and free from intrusion, and should include a chair and a flat surface. Employers may separate the space using curtains or partitions to provide privacy.



## Multi-Use Space

In some cases, employers may designate a lactation space that also serves other purposes, such as a relaxation or meditation room. In these situations, the needs of lactating employees must take priority. The space must be made available for lactating employees as needed and remain free from intrusion during their usage of the room.



## Manager's Office

If no other space is available, a manager's office may be used by lactating employees for breast milk expression. In these cases, employers should take precautions such as securing private personnel files, ensuring the room is shielded from view, and disabling or covering any security cameras.



## Closet

When space is limited, a clean storage closet may be converted into a lactation space. When using converted spaces, employers must ensure the space meets the needs of lactating employees for breast milk expression. The space should be comfortable, include a chair and a flat surface for a pump, and have access to electrical outlets. A converted closet must also be free from hazards, such as dangerous chemicals.

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## Lactation Break Time Solutions

Supporting lactating employees with adequate break time is essential for their health and well-being, and helps ensure they can continue to provide breast milk for their infants. While needs vary, many employees will need to express breast milk every 2–3 hours, which is typically 2–3 times during an 8-hour workday. Employees who work longer shifts may need to pump more frequently.

A typical pumping break lasts 15–30 minutes, though this varies by the individual and the age of their infant. This does not include additional time needed to set up and clean the breast pump or to travel to and from the lactation space. Because no set amount of time fits every employee's needs, flexibility in structuring break time is essential. Factors such as the location of the space and nearby amenities (e.g., proximity to the employee's work area, availability of a sink, and location of a refrigerator or personal storage for breast milk) can also affect the duration of break time required.

The following are factors that contribute to a reasonable amount of time for breast milk expression:

1. Travel time to and from the lactation space and the wait, if any, to use the space
2. Time needed to retrieve pumping supplies (if not stored in the lactation space)
3. Time to unpack and set up the pump
4. Efficiency of the pump being used (e.g., hospital-grade pumps are more efficient than double electric pumps, which are generally faster than hand pumps)
5. Availability of a nearby sink with running water for hand-washing and cleaning pump parts
6. Time to store expressed breast milk in a refrigerator or personal cooler

The following are examples of solutions employers can use to support lactating employees in managing break time needs:

### **Express Milk During Existing Breaks**

Many employees have scheduled breaks or downtime. Employers may allow lactating employees to use these periods for breast milk expression. Employees using break time to pump must be compensated in the same manner as other employees. If additional time is needed, this extra time can typically be unpaid for hourly workers. Employees cannot be required to only pump during existing breaks.

### **Allow Flexible Scheduling**

While not required by law, employers may offer lactating employees a more flexible schedule, allowing them to make up extra time by arriving early, staying late, or adjusting meal breaks. Some employers do not track extra break time as long as the employee completes their work duties in a timely manner.

### **Arrange Coverage During Breaks**

Employers can encourage co-workers, managers, supervisors, or designated floating staff to cover for lactating employees as needed. Breaks are predictable and can be planned for, unlike full-day absences due to a sick infant. Providing coverage helps ensure employees can take breaks without disrupting operations.

### **Enable Direct Infant Feeding**

Though not legally required in all circumstances, some employers allow lactating employees to breastfeed their infants directly during the workday. This can be an alternative for worksites with limited space for pumping. Options include:

- Having a caregiver bring the baby to the employee for feedings
- Allowing the employee to go home to nurse the baby
- Providing access to an on-site child care center
- Offering telework options
- Implementing a [baby-at-work program](#)

**Compliance Note: If an employee is not completely relieved from duty, time spent expressing breast milk at work must be paid. Employees using paid breaks to pump must be compensated as usual. Additionally, state and local laws may require paid breaks, and employers must comply with these requirements. [Additional information can be found here.](#)**

# Why It Matters

## For the Employer

Employment and lactation are compatible, and solutions can be implemented in every industry. Research shows that supporting lactating workers strengthens a business's bottom line by:

- Reducing healthcare and turnover costs
- Improving retention
- Boosting productivity and morale
- Decreasing work time missed due to child illnesses

Replacing staff is expensive—recruiting, hiring, and training all require significant resources. Employers can avoid these costs, and strengthen their workforce, by ensuring that lactating employees have the support they need to establish and maintain a breastfeeding routine.

## For the Employee

Breastfeeding is the norm in the United States, with over 80% of children starting out breastfeeding. The American Academy of Pediatrics (AAP) recommends exclusive breastfeeding for the first six months of life, followed by continued breastfeeding for at least two years.

For infants, breastfeeding lowers the risk of:

- Obesity
- Type 1 and 2 diabetes
- Asthma
- Childhood leukemia
- Sudden infant death syndrome (SIDS)

For mothers, breastfeeding reduces the risk of:

- Type 2 diabetes
- Cardiovascular disease
- Breast, ovarian, and thyroid cancers

Despite this robust evidence, the absence of supportive workplace policies often forces employees to choose between breastfeeding and earning a paycheck. More than half of mothers return to work before their child's first birthday, and one in four return within just two weeks of giving birth. Maintaining a consistent milk supply requires regular breastfeeding or pumping during the workday. Without access to adequate time and space to express milk, continuing to breastfeed can become difficult—or impossible.

# Template Workplace Policy

## Introduction

Lactation breaks, space, and related accommodations are protected under the Pregnant Workers Fairness Act, the Pregnancy Discrimination Act, the PUMP Act, and other federal laws. The model policy below is designed to align with these legal requirements and provide a clear framework for compliance. In addition, best-practice examples (noted throughout) are included to help employers go beyond the minimum requirements and create supportive environments that foster employee retention.

This policy has been guided by federal law and reviewed by attorneys. It is not, however, a substitute for legal advice. Employers should consult qualified legal counsel regarding their specific circumstances and applicable state or local requirements.

## I. Purpose

[Employer name] supports our colleagues who are lactating or breastfeeding. In accordance with federal and state law, and to support lactating employees to meet their infant feeding goals, [employer] will provide lactating employees with break time and space to express breast milk during the workday. [Employer] acknowledges that supporting continued lactation has benefits to the organization, such as reduced absenteeism and staff turnover, as well as important health benefits to employees and their infants.

This policy will be made available when an employee notifies [employer] of their pregnancy, and will be published in [list all places where employee policies are typically shared, e.g. handbooks, bulletin boards].

## II. Lactation Breaks

- a. [Employer name] will provide time for employees to express milk as often as needed during the workday. Break time will include the time the lactating employee needs to reach the lactation room (or other space), set up, pump, and clean up.
- b. To access lactation breaks and a designated lactation space, employees should inform [supervisor or other designee] of their expected break schedule as soon as possible. The employee's supervisor will be responsible for ensuring that the employee has coverage to take lactation breaks as needed.
- c. [Employer name] recognizes that lactating employees' needs may change over time, and will permit changes to lactation break schedules as needed. There is no requirement for advance notice, though it is appreciated.

d. For information regarding pay, contact [HR or other designee]. Typically, salaried employees will see no changes in pay as a result of pumping breaks. Hourly employees' lactation breaks will be unpaid except when they, (1) choose to work while pumping; (2) are pumping during a break that is normally paid; or, (3) are using paid time off.

*[Note, providing paid lactation breaks is a best practice for all employers. Also, employers in some situations may be required to provide compensation during lactation breaks, including employers in certain states, territories, and cities. [Learn more.](#)]*

e. Employee metrics and productivity goals will be adjusted to account for time spent on lactation breaks. For assistance with adjustments, please contact [designee].

### **III. Lactation Spaces**

a. [Employer name] will provide lactating employees with a designated lactation space that will be available when needed. For spaces which are also used for other purposes, lactating employees' needs will be prioritized.

b. Designated lactation spaces are those that are free from intrusion, with a locking door or similar barrier; free from view, with covers on windows and doors; and functional as a lactation space, with no hazards and a suitable temperature. The space cannot be a bathroom.

c. Each designated lactation space will contain, at minimum, a chair, table or other flat surface for holding a pump, and electrical outlets. Each lactation space will be located near a sink so employees may wash their hands and breast pump parts. *[Note, electrical outlets and nearby sinks are not legally required in all jurisdictions, but will help lactating employees be able to meet their needs and return to work faster.]*

d. Employees who wish to pump in their private office may do so. Employees are also permitted to use a hands-free pump in any location, so long as the device can be worn under clothing.

e. Lactating employees who have concerns about the adequacy or availability of lactation space should immediately contact [designee] so that new or alternative lactation spaces can be identified.

### **IV. Storage**

*[Note, the law requires only that employers provide a space to safely store expressed milk, without specifying how this must be done. The options outlined below are included because they represent the most efficient approaches. Expressed milk is not considered a safety hazard.]*

- a. Lactating employees are permitted to store expressed milk in any employer provided refrigerator or storage locker. Milk should be properly labeled with the employee's name or initials, and the date.
- b. Lactating employees are permitted to carry and/or store a small personal cooler.
- c. While [Employer name] will educate staff to respect items stored in communal spaces, we cannot guarantee that expressed milk will remain undisturbed. Employees may use communal storage locations at their own risk.

## **V. Additional Support**

a. Employees who need other temporary changes to how, when, or where they work due to lactation may request an accommodation by contacting [designee]. [Employer name] will approve requests that are reasonable and do not create an undue hardship. In the case that a request cannot be accommodated without causing an undue hardship, [designee] will work with the employee to identify other changes that can support their health. For more information, see our accommodation policy, here. *[Link to pregnancy accommodation policy. For a sample, [see here.](#)]*

*[Note, this requirement facilitates compliance with the Pregnant Workers Fairness Act, which requires reasonable accommodations be provided to most employees with pregnancy-related conditions, like lactation. [Learn more.](#)]*

b. [Employer name] and our staff are committed to providing lactation break time and space to our workers without penalty. If you or a colleague have concerns about the administration of this policy, please contact [designee].

c. [For employers with fewer than 50 employees only: If [designee or supervisor] believes that it would not be possible to provide lactation break time and space as indicated in the policy above without incurring significant and burdensome expense, they should contact [HR or designee] immediately. In the case that an undue hardship is found, the employee will be provided with written notice of which lactation supports cannot be provided and why. [HR or designee] will provide as many lactation supports as possible and will consult with the employee to identify other changes that can support their lactation needs. While these changes are being discussed, the employee will be provided with temporary accommodations to support lactation and that do not reduce the employee's pay or status.]

*[Note that pursuing an exemption comes with legal risks because multiple legal obligations to provide lactation breaks and space may apply, including the PWFA and state laws. Qualified legal counsel should be consulted to ensure compliance.]*

# Frequently Asked Questions

## What is a “reasonable” amount of lactation break time?

A reasonable amount of lactation break time depends on the individual. It varies based on how long it takes to access the lactation space, set up the pump, fully express milk (often 15–30 minutes), clean up, and return to work. The Department of Labor notes that break length also depends on the needs of the employee and child, the location of the lactation space, and the effort required to express milk, including pump setup and access to a sink. While needs vary, “an employer cannot require an employee to adhere to a fixed schedule that does not meet the employee’s need for break time each time the employee needs to pump” ([U.S. Department of Labor, Field Assistance Bulletin No. 2023-02, Page 2](#)).

## Must lactation breaks be paid?

Lactation breaks do not need to be paid in every instance, but there are many situations in which they typically must be:

- The employee chooses to work during the pumping break (for example, the employee voluntarily—without pressure—answers emails while pumping at their desk).
- The employee is pumping during a break that is normally paid (for example, a paid lunch period).
- The employee is exempt from overtime because they are salaried.
- Other employees do not have their pay reduced for taking breaks or working fewer hours.
- The employee is using paid time off or other paid breaks.
- State or local laws require paid lactation breaks.

For more information on when lactation breaks must be paid, refer to [this guide from the Center for WorkLife Law](#).

## What needs to be in a lactation space?

The Department of Labor states that, for a lactation space to be functional and compliant, it “must contain a place for the nursing employee to sit, and a flat surface, other than the floor, on which to place the pump.” ([U.S. Department of Labor, Field Assistance Bulletin No. 2023-02, Page 4](#)). The space must also be private (free from view and intrusion) and may not be a bathroom. Some state laws impose additional requirements; [see this state law guide](#) to learn more.

Beyond these legal requirements, both lactating workers and employers benefit when spaces also include access to electricity and running water. While not always required, these features make it easier and more efficient for lactating parents to pump, clean up, and get back to work.

**Can the lactation space be a bathroom? Can it be *in* a bathroom?**

No. Employers must provide a lactation space that is not a bathroom. A bathroom does not meet the requirements of the PUMP Act, and using one as a lactation space would put the employer out of compliance with federal law.

If the designated space is located near a bathroom, it must be completely separate and private, such as being divided by a wall and door. Even then, employers should carefully consider sanitation, as shared air circulation and surfaces from adjacent bathrooms can create health concerns for parents and babies.

**Can employees pump somewhere other than our designated lactation space?**

Yes. Employers must make a compliant lactation space available, but employees are not required to use it. Some employees may prefer another private location (such as an office with a closed door and blinds) that feels more comfortable or allows them to minimize time away from work.

Employers should avoid creating rules that limit where employees may pump if those rules could conflict with anti-discrimination protections (such as Title VII) or accommodation requirements (such as the Pregnant Workers Fairness Act).

**What sort of documentation can I ask for from an employee who needs lactation breaks or other changes?**

Employers cannot require a doctor's note, or any similar documentation, for an employee to take lactation breaks or to use a lactation space.

If an employee requests other adjustments beyond break time and space (such as a modified schedule or the option to work remotely) employers may request documentation, but only within the limits set by the Pregnant Workers Fairness Act. See [this guide](#) for more on complying with the law when requesting or reviewing medical notes.

**My work site has very limited space. What can I do to provide space for my employees?**

In situations where it is not possible to set aside a permanent, dedicated lactation space, employers can offer temporary use of a private area (such as a manager's office or supply room) so long as the space is not a bathroom, is shielded from view, and is free from intrusion by coworkers or the public.

The space must be available whenever the employee needs to express milk. In some industries (such as agriculture or transportation) employers may need to provide a mobile option, like a pop-up tent or other portable lactation space.

**I don't have any lactating employees at this time. What do I need to do?**

Employers do not need to set up a permanent lactation space in advance. However, it is important to plan ahead. A clear, written lactation support policy—stating that employees will be provided with a private space (not a bathroom), shielded from view, and free from intrusion—ensures that when the need arises, employees know their needs will be met and their employer is prepared to comply with the law.

**My staff team is very small and only one employee is lactating. Do I still need to provide a space?**

Yes. Every lactating employee must have access to a private space, other than a bathroom, to express milk during the workday. The space does not need to be permanent or dedicated exclusively to lactation—it can be a multipurpose room or another area that can be made private when needed.

**Do wearable breast pumps change an employer's obligations?**

No. Employers cannot require employees to use wearable breast pumps, and the use of such devices does not replace the employer's obligation to provide private, non-bathroom space for expressing breast milk.

Some employees may choose wearable pumps because they can reduce time away from work duties. These pumps are hygienic, quiet, and generally effective, but not all employees can use them comfortably.

Even when using a wearable pump, employees often need brief periods of privacy to put the pump on, remove it, and clean up. Because breasts may be exposed during these moments, employers must provide a private, sanitary space. Any restrictions that interfere with pumping under clothing could violate anti-discrimination protections under Title VII or accommodation requirements under the Pregnant Workers Fairness Act.

**How close does the lactation space need to be to my employee's work space?**

The law does not require a specific distance, but ideally a lactation space should be near an employee's work area—generally less than a five-minute walk. Travel time to and from the space should be included as part of the reasonable break time for lactation. If the distance from a person's worksite to the lactation room is so far that it is not reasonable for them to be able to use the room, this could constitute a legal violation.

**How many lactation spaces do I need to have for my business?**

Employers must provide enough lactation spaces to allow employees to pump as often as needed. It can be helpful to survey employees periodically to ensure their needs are being met, or at minimum, designate a contact to whom employees can report any issues.

The National Institutes of Health suggests that workplaces may need roughly three lactation spaces for every 500 female employees. Worksite needs may vary—for example, employees in office settings often pump in their own offices. Under the PUMP Act, lactation spaces do not need to be permanent; flexible, multi-use spaces that are available whenever employees need them are sufficient.

**Can I require my employee to adjust their schedule because of their lactation breaks?**

No. Under the PUMP Act, employees must be able to express milk “as needed.” Requiring an employee to delay a lactation break would violate federal law. Exceptions are extremely rare and limited to employers with fewer than 50 employees. If you are a small employer and believe accommodating an employee’s breaks would cause undue hardship, contact the Department of Labor or legal counsel immediately.

**Why can’t my employee just wait until their shift is over to pump?**

Milk expression breaks are as essential as other biological needs, such as using the restroom. If lactating employees are unable to express breast milk when needed, it can cause discomfort, milk leakage, reduced milk supply, or even illness. These issues may contribute to increased absenteeism and early cessation of breastfeeding.

**What are some ways that I can make sure that the employee’s duties are covered during pumping breaks?**

There are several strategies employers can use to provide coverage while an employee takes a milk expression break:

- Encourage coworkers to cover for one another as needed.
- Have supervisors or managers provide coverage when an employee is away from their work station.
- Designate floaters to cover employees during their breaks.
- Adjust work schedules to accommodate flexible lactation breaks when needed.
- In small businesses where the lactating employee is the only person present, post a “Be Right Back” sign or update phone messaging during breaks.

**Do lactation break requirements differ for employees in healthcare or emergency services?**

No. Employees in healthcare and emergency services are fully entitled to lactation breaks—there are no exceptions for healthcare providers or first responders. For guidance on implementing the PUMP Act in these industries, see the Department of Labor’s materials [here](#) including a [webinar](#) and [FAQ](#).

**What if healthcare or emergency services employees need to leave the area in order to express breast milk? Who will cover patient care?**

There are several approaches to support employees who need to leave the area to express breast milk. Employers may need to include travel time to and from the designated lactation area in the employee’s paid break time. Developing an informal or scheduled buddy system can help cover milk expression breaks. Another option is to enlist a non-clinical, unit-based staff member (such as unit educators, clinical specialists, or unit leaders) to cover the employee during their break.

**Do I need to provide a sink, electrical outlet, and refrigerator?**

Providing access to a sink and electrical outlet is a best practice that makes it easier for employees to express breast milk and return to their duties efficiently, though these are not required by law. Under the PUMP Act, employees must be able to safely store their milk, so employers should allow workers to use a refrigerator or a properly secured cooler. Be sure to [check whether](#) your state requires a sink, electrical outlet, or refrigerator to be provided.

**Can pumped milk be stored in a shared refrigerator?**

Yes, pumped milk can be stored in a shared refrigerator. To help the parent feel comfortable, a small cooler can be provided to keep their milk separate from other items. A best practice is to have a dedicated refrigerator in the lactation space for convenience and peace of mind. If a refrigerator is not located in the lactation space, employers should consider the distance between the pumping area and the refrigerator when planning the space.

# Additional Information and Support

## For Employers

U.S. Department of Labor:

- [FLSA Protections to Pump at Work](#)
- [Understanding Federal Protections for Pumping at Work: Employer Responsibilities](#)
- [WHD Fact Sheet #73: FLSA Protections for Employees to Pump at Work](#)
- [Fact Sheet #73A: Space Requirements for Employees to Pump Breast Milk at Work under the FLSA](#)
- [Frequently Asked Questions \(FAQs\): FLSA Protections to Pump at Work](#)
- [Field Assistance Bulletin \(FAB\) 2023-2: Enforcement of Protections for Employees to Pump at Work](#)

U.S. Equal Employment Opportunity Commission:

- [What You Should Know About the Pregnant Workers Fairness Act](#)
- [The Pregnant Workers Fairness Act](#)
- [Summary of Key Provisions of the EEOC's Proposed Rule to Implement the Pregnant Workers Fairness Act \(PWFA\)](#)

Office on Women's Health:

- [Supporting Nursing Moms at Work](#)
- [Business Case for Breastfeeding](#)

Additional Resources:

- [State breastfeeding coalitions](#)
- State-based resources:
  - [Mississippi WINS](#)
  - [Ohio Workplace PLUS Toolkit](#)
  - [Maine Returning to Work Toolkit](#)
- [Workplace Lactation Week](#)
- [Source lactation room furniture](#)
- [Employer guide: When Must Lactation Breaks be Paid?](#)
- [Lactation Accommodations Laws & Policies: What Every Manager Should Know](#)

## For Employees

A Better Balance and the Center for WorkLife Law host free legal helplines for workers.

Employees who have questions about their legal rights or who have been treated unfairly may contact the free and confidential helplines for assistance. Services are provided in English and Spanish (other languages on request):

- Contact Center for WorkLife Law [online](#) or by calling (415) 703-8276
- Contact A Better Balance [online](#) or by calling 1-833-NEED-ABB (1-833-633-3222).

# About This Toolkit

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This toolkit was developed by the USBC-affiliated Workplace Support Constellation. Contributors to this toolkit include representatives from the following organizations:

- Association of State Public Health Nutritionists
- Center for WorkLife Law
- MomsRising
- Healthy Horizons
- Kansas Breastfeeding Coalition
- Ohio Breastfeeding Alliance
- United States Breastfeeding Committee

## **Standard disclaimer for collaborative work:**

Specific details contained herein do not necessarily represent the views of each organization within the USBC-affiliated Workplace Support Constellation.

## **Workplace Support Constellation:**

The Workplace Support Constellation is stewarded by Tina Sherman of MomsRising and the USBC, yet the work direction and outcomes are owned by the participants. To read more about the U.S. Breastfeeding Committee-affiliated Workplace Support Constellation, see:

<https://www.usbreastfeeding.org/ws-constellation.html>

## **U.S. Breastfeeding Committee Constellation Model:**

To read more about the U.S. Breastfeeding Committee Constellation Model for Collaborative Change, and download the Constellation Formation Pathway see:

[www.usbreastfeeding.org/constellations](http://www.usbreastfeeding.org/constellations)



Healthy Children Project, Inc.  
**Center for Breastfeeding**

