



Providing Urgent Maternal Protections for Nursing Mothers (PUMP) Act

Guidance for Supervisors

What is the PUMP Act?

Signed into law December 29, 2022

Nursing employees have the right to reasonable break time and a place, other than a restroom, that is shielded from view to express milk while at work. This right is available for up to one year after a child's birth.

The PUMP Act protects workers nationwide, including teachers. State and local laws that provide additional protections remain in effect and are not changed by the PUMP Act*.

*Colorado law 8-13.5-104(1), C.R.S, Workplace Accommodations for Nursing Mothers, provides accommodations for nursing mothers for up to two years after the child's birth. District guidelines align with state law, providing additional protections to our nursing employees.

What are the employees' rights and responsibilities?

Per Poudre School District (District)'s Administrative Guidelines for Nursing Employees, all District employees wishing to express milk while at work have the right to the accommodations and protections under the PUMP Act and Colorado's Workplace Accommodations for Nursing Mothers act.

To benefit from these protections, it is the employee's responsibility to notify their direct supervisor of their need to express milk while at work. The employee and supervisor will then engage in an interactive process regarding the designated lactation space and use of reasonable break time to express milk.

An interactive process is a discussion or two-way communication between employee and employer to identify reasonable accommodation.

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What are the employer's rights and responsibilities?

As office managers, supervisors and administrators, you are representing your employer (District) in these conversations and the accommodation process. As such, you are responsible for:

- Responding to an employee's requests for accommodation under the PUMP Act/CO state law/District guidelines in a timely manner, and;
- Engaging in a discussion with the employee to determine if a designated lactation space or mutually agreed upon alternative location (like the employee's classroom or private office) will be used, and;
- Engaging in a discussion with the employee to determine a pumping schedule and reasonable use of break time needed to express milk.

If the employee and/or their direct supervisor require District support regarding the PUMP Act they should contact Calley Teisl at cteisl@psdschools.org or 970-490-3205.