Teachers, pumping, and the law

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Teachers, pumping, & law

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Adaline
Talking Points

- Pumping Teachers
- Policy
- Questions & Answers
Pumping Teachers

- Approx. 3.8 million K-12 public and private teachers in the U.S.\textsuperscript{1-2}
  - 77\% are female\textsuperscript{3}
  - Approx. 3 million female teachers
  - 44\% under 30 years old

Scenario: A teacher has breastfed her child during her dismal FMLA period. After 6-12 weeks postpartum she returns to work and wants to pump for breast milk for her child… it’s simple right she can pump two to three times a day with no issue, right?

How does she bridge the gap to learn about pumping as a teacher?
o Planning to pump logistics
  • Where? When? Time? How?

o Womenshealth.gov suggests
  • Lunch time, planning periods, or between classes
  • Ask a colleague to cover
  • Classroom, conference room, private offices, resource room, storage area, lounge, or breastfeeding space

o Atypical days
  • Field trips, half days, and standardized testing
Experiences from teachers

Kindergarten Teacher: “My boobs were so full that I just began leaking everywhere. I started thinking, I’m here teaching these babies basic life skills and I don’t even have the time to provide my own baby with food for survival.”

New Jersey teacher: I am a substitute teacher for special needs children. I got the time I needed but I was Never supplied an area to pump in. I had to do it in the handicap bathroom a lot. I wasn’t even Allowed to do it in the nurses office. Eventually the time allowed wasn’t enough and I stopped responding to the pump.

Kentucky teacher: I teach in a public high school...my issues were finding coverage for my classes so I could pump and I also needed a private space...I got walked in on often...I pumped in an engineering closet. I also was questioned multiple times about how leaving for 20 minutes was not best for my students and how will you make up for that lost instructional time. I also had to plan activities that took 20 minutes (read and responds, etc.). It was extremely tiring and taxing, but I pumped for a full year...Also storing milk...I had to use a mini fridge in my room which was a fire code issue or something, but I did it anyway.
Nursing Mothers Amendment - March 23, 2010

- For 1 year after the birth of a child
  - Reasonable time, location other than bathroom, prohibits discrimination for 1 year after the birth of the child

Exempt vs. Nonexempt

<table>
<thead>
<tr>
<th>Salary</th>
<th>Paid on a salary basis</th>
<th>Receives salary or hourly wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>Makes at least $23,660 a year</td>
<td>Paid at least the federal minimum wage</td>
</tr>
<tr>
<td>Job Position</td>
<td>High level responsibilities that impact company operations</td>
<td>Have non-managerial positions</td>
</tr>
</tbody>
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Differs from state-to-state and district-to-district
* Florida does not have workplace protection laws
**Closing the gap**

- Acknowledging the issue
- Awareness campaign
- Federal, state, and district attention
  - Handouts
  - Visual campaigns
- Connections
Questions?
THANK YOU

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References


