

Teachers, pumping, and the law

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Anthony

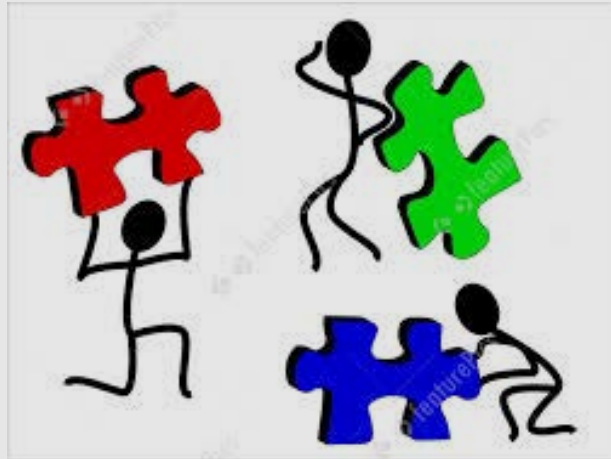


Adaline



Talking Points

- Pumping Teachers
- Policy
- Questions & Answers



Pumping Teachers

- Approx. 3.8 million K-12 public and private teachers in the U.S.¹⁻²
 - 77% are female³
 - 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?



- Planning to pump logistics

- Where? When? Time? How?

- Womenshealth.gov⁴ 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

- 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.”⁵

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.⁶

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.⁶

Pumping Policy

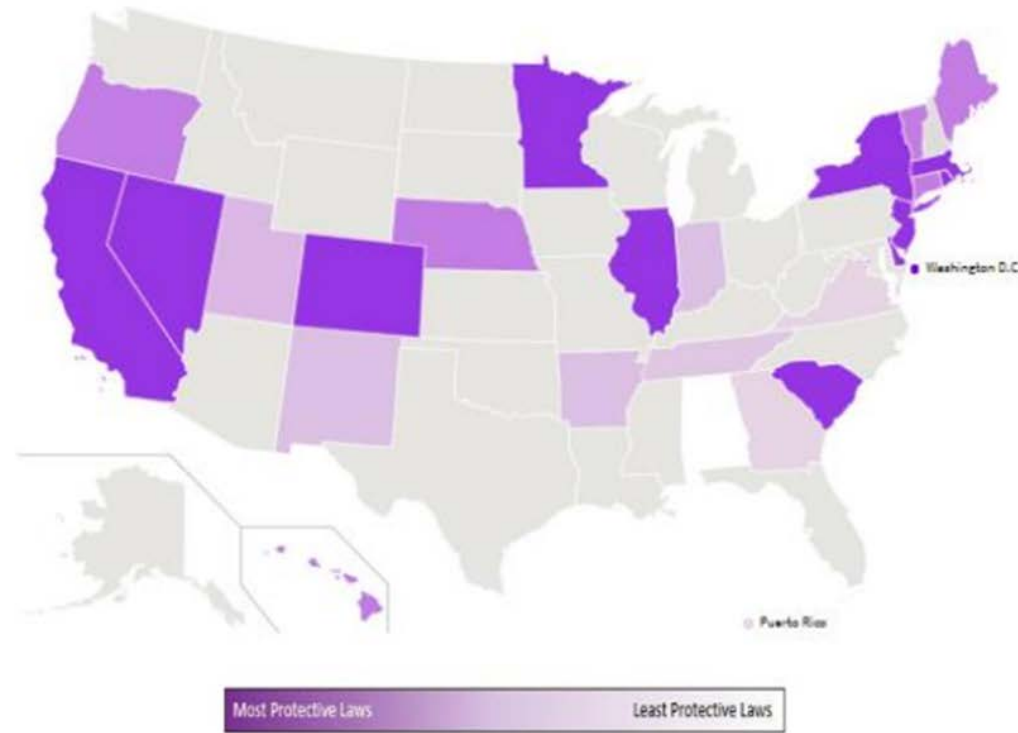
Exempt vs. Nonexempt

Salary	Paid on a salary basis	Receives salary or hourly wages
Wage	Makes at least \$23,660 a year	Paid at least the federal minimum wage
Job Position	High level responsibilities that impact company operations	Have non-managerial positions

- 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
- Differs from state-to-state and district-to-district



50 State Survey of Workplace Lactation Laws



* Florida does not have workplace protection laws

Closing the gap

- Acknowledging the issue
- Awareness campaign
 - Handouts
 - Visual campaigns
- Connections



Questions?



THANK YOU



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