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| OFFICE OF APPRENTICESHIPBULLETIN | **NO.**2022-94 |
| **DATE**June 9, 2022 |

**TO:** NATIONAL APPRENTICESHIP SYSTEM STAKEHOLDERS

 OFFICE OF APPRENTICESHIP STAFF

 STATE APPRENTICESHIP AGENCIES

**FROM:** JOHN V. LADD /s/

 Administrator, Office of Apprenticeship

**SUBJECT:** Workplace Protections for Nursing Mothers

1. **Purpose.** To inform the staff of Office of Apprenticeship (OA) and the State Apprenticeship Agencies (SAA), Registered Apprenticeship Program (RAP) sponsors and other Registered Apprenticeship partners that the Women’s Bureau (WB) of the U.S. Department of Labor (DOL or the Department), in coordination with DOL’s Wage and Hour Division, recently released a flyer describing workplace protections available for nursing mothers.
2. **Action Requested.** This bulletin is being provided to OA staff for informational purposes only. OA staff, existing Registered Apprenticeship (RA) sponsors, and potential RA program sponsors should familiarize themselves with this bulletin to ensure the appropriate protections are afforded to eligible employees in RAPs.
3. **Summary.** The Fair Labor Standards Act (FLSA) requires employers to provide eligible employees with reasonable break time to pump breast milk for a nursing child for one year after the child’s birth. Under the law, employers are required to allow eligible employees reasonable break time to pump whenever needed. Employers are also required to provide eligible employees with a private place to pump—space that is shielded from view, free from intrusion, and NOT in a bathroom. For more information, please see the following resources:

[View the new WB flyer to Learn More About Nursing Mothers Workplace Protections](https://www.dol.gov/sites/dolgov/files/WB/media/508_nursing-mothers_05052022.pdf)

[Additional Information from the WB on Employment Protections for Pregnant or Nursing Workers](https://www.dol.gov/agencies/wb/pregnant-nursing-employment-protections)

Please Note: FLSA break time requirements apply only to employees who are eligible for overtime pay. For example, some salaried managers and office workers, school teachers, over-the-road truckers and helpers, airline employees, and farmworkers may not be eligible.

1. **Inquiries.**

If you need help determining whether your employees have the right to take breaks to pump at work, contact the U.S. Department of Labor’s Wage and Hour Division (WHD) for more information. To contact your local WHD office call the WHD toll-free information and helpline at 1-866-4USWAGE (1-866-487-9243).