

	CITY OF DECATUR PERSONNEL POLICY		
Chapter 01	General Provisions		
Section 11	PUMP Act for Nursing Mothers		
Revised By:	Nate Mara, City Manager	Revised Date:	September 22, 2025
Approved By:	Nate Mara, City Manager	Effective Date:	January 1, 2026

01.11 PUMP Act for Nursing Mothers

- A. The Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act) requires employers to provide reasonable break time for an employee to express breast milk for their nursing child.
- B. In accordance with this law, the City will provide reasonable break times for an employee to express breast milk for their nursing child each time the employee has the need to express the milk, for one year after the child's birth.
- C. Employees are entitled to a place to pump at work, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public. If a space is not dedicated to the nursing mother's use, it must be available when needed. A space temporarily created or converted into a space for expressing milk must have a lock on the door. The frequency of breaks needed to express milk, as well as the duration of each break, will likely vary.
- D. The City prohibits any retaliation, harassment, or adverse action due to an individual's request for accommodations or for reporting or participating in an investigation of unlawful discrimination under this policy. Any such actions should be reported to Human Resources for investigation.
- E. More information is available at www.dol.gov/agencies/whd/pump-at-work