

PREGNANT WORKERS FAIRNESS ACT (PWFA) AND PROVIDING URGENT MATERNAL PROTECTIONS FOR NURSING MOTHERS ACT (PUMP FOR NURSING MOTHERS ACT) NOTICES

Johnson County Community College complies with the Pregnant Workers Fairness Act (PWFA) and the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP for Nursing Mothers Act).

Under the PWFA, employers are required to provide reasonable accommodations to employees and applicants with known temporary limitations on their ability to perform the essential functions of their jobs based on a physical or mental condition related to pregnancy, childbirth, and related medical conditions, so long as the accommodations do not cause an undue hardship on the employer.

Under the PUMP for Nursing Mothers Act, employer obligations under the Fair Labor Standards Act (FLSA) are expanded to include a requirement for employees to be provided reasonable break time to express breast milk for the employee's nursing child, for one year after the child's birth. The employer obligation to provide a place (other than a restroom) to express milk shielded from view and intrusion from coworkers and the public under FLSA continues with this new requirement.

If you have questions about PWFA or the PUMP for Nursing Mothers Act, believe you need some type of accommodation under PWFA, or wish to arrange for break times under the PUMP for Nursing Mothers Act, please contact Human Resources as soon as possible at HR@jccc.edu.