
 <p><b>HAWAII HEALTH SYSTEMS</b> CORPORATION <i>Quality Healthcare for All</i></p> <p><b>POLICY</b></p>	<b>Department:</b> Human Resources	<b>Policy No.:</b> <b>HR 0021A</b>
	<b>Issued by:</b> Director of Human Resources	<b>Revision No.:</b> N/A
<b>Subject:</b> <b>Break Time for Nursing Mothers, Act 249, 2013 Regular Session, and Fair Labor Standards Act (29 U.S.C. § 207(r))</b>	<b>Effective Date:</b> June 19, 2014	<b>Supersedes Policy:</b> NA
	<b>Approved by:</b>  HHSC Board of Directors By: Carol A. VanCamp Its: Secretary/Treasurer	<b>Page:</b> 1 of 1

Last Review: April 23, 2014; Next Review: April 23, 2017

- I. **PURPOSE:** The purpose of this policy is for Hawaii Health Systems Corporation (HHSC) to be in compliance with all applicable laws by providing nursing mothers with reasonable break times and an area that is shielded from view and intrusion by co-workers and the public, to express milk.
- II. **POLICY:** Act 249, 2013 Regular Session, which took effect on July 1, 2013, mandates that HHSC provide employees who are nursing mothers with reasonable break times to express milk each time they feel the need. HHSC must also provide such employees with an area to express milk that is shielded from view and intrusion by co-workers and the public. Under the Fair Labor Standards Act (29 U.S.C. § 207(r)), HHSC is required to compensate employees who are nursing mothers for these breaks in the same manner as other employees are compensated for their breaks. Under Act 249, 2013 Regular Session, HHSC must post a notice in a conspicuous place which is accessible to employees and use other appropriate means to keep employees informed of the protections and obligations under this Act.
- III. **APPLICABILITY:** All HHSC facilities, HHSC staff, regional and corporate boards.
- IV. **AUTHORITY:** Act 249, 2013 Regular Session  
Fair Labor Standards Act (29 U.S.C. § 207(r))
- V. **ATTACHMENTS:**
  1. HR 0021B Break Time for Nursing Mothers, Act 249, 2013 Regular Session, and Fair Labor Standards Act (29 U.S.C. § 207(r)) Procedures