

 <b>HAWAII HEALTH SYSTEMS CORPORATION</b> <i>Quality Healthcare for All</i>  <b>POLICY</b>	<b>Department:</b>  <b>Human Resources</b>	<b>Policy No.</b>  <b>HR 0021A</b>
		<b>Supersedes Policy No.</b>
<b>Subject:</b>  <b>BREAK TIME FOR NURSING MOTHERS</b>	<b>Approved By:</b>  <i>Donna McCleary</i>  HHSC Board of Directors By: Donna McCleary, M.D. Its: Secretary/Treasurer	<b>Approved Date:</b>  January 27, 2022
		<b>Last Reviewed:</b>  October 1, 2021

**I. PURPOSE:**

To provide for reasonable break times for nursing mothers to express milk. This policy applies to the Hawaii Health Systems Corporation (HHSC) corporate office, all regional facilities, all HHSC employees, and members of the regional and corporate boards collectively referred to, for purposes of this policy, as “Employees.”

**II. POLICY:**

In accordance with all applicable state and federal laws, HHSC shall provide Employees who are nursing mothers with reasonable break times to express milk. Such Employees shall be provided with an area to express milk that is shielded from view and intrusion by co-workers and the public. This area shall not be in a restroom. HHSC compensates Employees who are nursing mothers for these breaks in the same manner as other employees are compensated for breaks. A notice shall be posted in a conspicuous place that is accessible to Employees and use other appropriate means to keep Employees informed of the protections and obligations under applicable state and federal law.

**III. AUTHORITY:**

- Chapter 378, Hawaii Revised Statutes, Employment Practices
- Fair Labor Standards Act (29 U.S.C. § 207(r))

**IV. RELATED PROCEDURE(S):**

HR 0021B

**V. REFERENCE(S):**

None