Employers of nursing mothers, for three years after the birth of a child, must:

- provide adequate unpaid break time, or permit an employee to use paid break or meal time each day to express breast milk for her nursing child.
- make reasonable efforts to provide a clean room or other location, other than a bathroom, where an employee may express breast milk in privacy.

An employer shall not retaliate or discriminate against an employee who exercises the right provided under this section.

**How can employers support nursing mothers?**

- Develop a workplace policy, including identifying who oversees implementation, and inform employees of new policy.
- Identify a clean, private place with access to electric outlets and a chair.
- Offer flexible breaks.

**What can employees do to make nursing in the workplace easier?**

- Understand Maine’s Nursing Mothers in the Workplace Law.
- Create a “back to work” plan before your baby is born.
- Determine scheduling and support needs and talk to your employer as soon as possible.
- Do a workplace walk-through and suggest ideas.

**Why do Maine workplaces support nursing moms?**

- Average annual savings equals $400 per breastfed baby (lower medical costs with fewer health insurance claims).
- Reduces employee turnover.
- Lowers employee absenteeism.
- Improves employee productivity.
- Raises employee morale and company loyalty.

**Additional breastfeeding protection in Maine:**

The Nursing in Public Law (SMRSA §4634) provides protection for women who nurse in public.

A mother may breastfeed her baby in any location, public or private, where the mother is otherwise authorized to be.

**For more information on working and pumping visit:**

WIC Nutrition Program: www.maine.gov/WIC or 1-800-437-9300

www.workandpump.com

www.llli.org

An employer who is found to have violated this law through a hearing process must pay a civil penalty of $100–$500 for every violation.

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.