

One of the most difficult challenges for new moms going back to work after giving birth is securing the space and permission to express milk. As a union leader, you might hear concerns from your members about the difficulties they face when it comes to pumping. A relatively new Washington law (RCW 42.10.005) states that employers with more than 15 employees have to provide "reasonable break time" for expressing milk for two years following the child's birth "each time" the employee has the need to express milk. The employer must also provide a private location, other than a bathroom, to pump. If there is no private location, the employer is required to work with the employee to identify a location and schedule that will accommodate the employee's needs.