

## Mother's Rooms: Best Practices and COVID-19 Considerations

Fair Labor Standards Act (FLSA) Section 7(r)(1) requires employers to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

Key Considerations:

### ROOM(S):

- Minimum: Private, free from intrusion, with a lockable door
- Best: Provide booking calendar/app/scheduling feature

⚠️ *The Mother's Room should not double as a wellness room or other multi-use facility due to privacy, safety, and sanitization issues. Click [here](#) to read more. There should be at least one room available for every 200 employees.*

### EQUIPMENT CLEANING AND SANITIZING:

- Minimum: ADA-compliant sink with hot water plumbing
- Best: Include microwave and sanitizing equipment/supplies

⚠️ *A sink in the mother's room helps improve privacy (no need to carry dirty equipment to community break room) and reduce potential for germ transmission, as the communal break room sink handles are often the germiest place in an office.*

### SURFACE CLEANING AND SANITIZING:

- Minimum: Hand sanitizer and sanitizing surface wipes provided
- Best: Implement additional daily cleaning by custodial staff

⚠️ *Make sure to differentiate between hand and surface sanitization products as well as soaps specific for breast milk removal.*

### REFRIGERATION:

- Minimum: Mini fridge
- Best: Commercial grade refrigerator and ice machine

⚠️ *While it is acceptable to store breast milk in a community refrigerator, this is often a point of contention amongst coworkers and therefore creates privacy issues and harassment risks. An ice machine helps employees keep milk cold while transporting milk home in coolers.*

### EQUIPMENT CONSIDERATIONS

- Minimum: Chair, table or shelf (to set pump on), and electrical outlet
- Best: Provide work station with a hospital grade, multi-user pump along with milk storage bags, breast pads, and other pumping accessories

⚠️ *Providing hospital-grade equipment helps employees pump more efficiently and relieves them of time, financial, and logistical burdens of providing, transporting, and storing their own.*

For more information or assistance with outsourcing your mother's facilities, contact Work & Mother at [hello@workandmother.com](mailto:hello@workandmother.com) or 713-230-8962.

