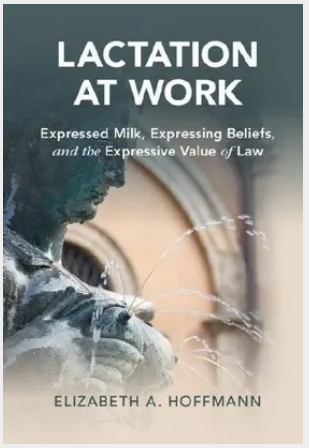
Hoffmann

Lactation at Work

In recent decades, as women entered the US workforce in increasing numbers, they faced the conundrum of how to maintain breastfeeding and hold down full-time jobs. In 2010, the Lactation at Work Law (an amendment to the US Fair Labor Standards Act) mandated accommodations for lactating women. This book examines the federal law and its state-level equivalent in Indiana, drawing on two waves of interviews with human resource personnel, supervising managers, and lactating workers. In many ways, this simple law - requiring break time and privacy for pumping - is a success story. Through advocacy by allies, education of managers, and employee initiative, many organizations created compliant accommodations. This book shows legal scholars how a successful civil rights law creates effective change; helps labor activists and management personnel understand how to approach new accommodations; and enables workers to understand the possibilities for amelioration of workplace problems through internal negotiations and legal reforms.

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