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Nursing Mothers Entitled to Workplace Accommodations in Philadelphia

Mayor Michael A. Nutter signed an amendment to the Philadelphia Fair Practices Ordinance (PFPO) last week that requires both private and public employers to provide workplace accommodations for nursing mothers.

Effective immediately, Philadelphia employers are required to provide employees with reasonable break times. An employer may satisfy this requirement by providing nursing employees with unpaid break time or allowing a nursing employee to use a paid break, mealtime, or both, to express milk. Additionally, employers are required to provide a private, sanitary space that is not a bathroom where an employee can express breast milk.

The PFPO applies to any person who does business in the City of Philadelphia through employees or who employs one or more employees exclusive of parents, spouse or children, including any public agency or authority.

All employers required to comply with the PFPO should designate a private, sanitary space for nursing employees to express breast milk and should develop a policy for providing nursing employees with reasonable break times. Weber Gallagher's Employment Group can assist employers with developing and implementing such a policy.

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