



THE STATE OF FLORIDA
JUSTICE ADMINISTRATIVE COMMISSION

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MEMORANDUM #25-17HR

TO: Agency Administrators

FROM: Carolyn Horwich, Esq., Director of Human Resources

THROUGH: Rip Colvin, Executive Director

SUBJECT: Nursing Mothers

DATE: August 4, 2017

Laws and policies regarding nursing mothers have recently been the focus of various media reports. Specifically, The Florida Bar News ran stories addressing the creation of lactation rooms in courthouses in [Dade County](#) and [Tampa](#) in October 2016 and August 2017, respectively. The [Washington Post](#) also ran a lengthy article in August 2017 on the challenges faced by nursing mothers in the workplace.

These developments are likely tied to public and private entities seeking to comply with provisions in The Patient Protection and Affordable Care Act that require certain employers to allow break times for nursing mothers to express milk. While Florida has not enacted any laws requiring employers or other entities to ensure lactation rooms are available to nursing mothers, efforts are afoot (see [SB 650](#) filed in the 2017 Legislative Session).

There is no single clear and concise federal law that spells out all relevant requirements. There are, however, resources to assist your office in complying with the various laws. These resources include [Program Guidelines](#) from the Florida Department of Management Services and [guidance](#) from the U.S. Department of Labor.

Please let Justice Administrative Commission staff know if we can assist you in any way.