

North Dakota State University

Policy Manual

SECTION 213 REST PERIODS

SOURCE: NDUS Human Resources Policy Manual, Section 18

1. Employees may be allowed a paid rest period of 15 minutes each half day to be arranged by the department head. The work day may not be shortened and lunch periods may not be lengthened by omitting rest periods.
2. Employees who work more than five (5) hours in any one day shall be allowed a minimum of 30 consecutive minutes for one unpaid lunch period.
3. NDSU shall provide:
 - a. A reasonable break time for an employee to express breast milk for her nursing child for 1 year after child's birth each time such employee has the need to express milk
 - b. A place, other than a bathroom, that is shielded from view and free from intrusion for coworkers and the public, which may be used by the employee to express breast milk
 - c. NDSU shall not be required to compensate an employee receiving reasonable break time for any work time spent for such purpose.

NDSU has the following lactation rooms available for nursing mothers:
<https://www.ndsu.edu/equity/pregnancy/>

HISTORY:

New	July 1990
Amended	May 1997
Amended	October 2010
Housekeeping	February 14, 2013
Housekeeping	July 1, 2016
Housekeeping	December 29, 2016