

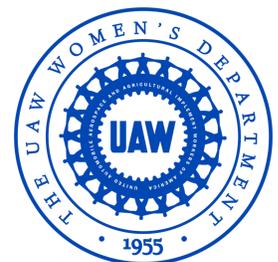
LACTATION ACCOMMODATION CHECKLIST

Under the PUMP Act, you have the right to:

- Reasonable break time each time you need to express milk
- Private space that is not a bathroom
- Space that is shielded from view and free from intrusion
- Access for up to one year after the child's birth

Verify Your Lactation Setup:

- **Room location confirmed:** _____
- **Room has:**
 - Door that locks or can be secured
 - Chair or comfortable seating
 - Surface for pump and supplies
 - Electrical outlet
 - Adequate lighting
 - Temperature control
- **Storage arrangements:**
 - Refrigerator access for milk storage
 - Personal storage for pump supplies
 - Cleaning facilities nearby
- **Schedule established:**
 - Pumping times: _____, _____, _____
 - Estimated duration: _____ minutes per session
 - Coverage for work duties during breaks
 - Flexibility for varying needs



LACTATION ACCOMMODATION CHECKLIST

Communication About Lactation Needs

- Supervisor understands accommodation requirements
 - Colleagues informed appropriately (your choice on level of detail)
 - Backup plans established for busy periods
 - Process for requesting schedule changes if needed
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ONGOING MONITORING (First Month)

Weekly Check-ins

Week 1: _____

Issues encountered: _____

Accommodations working properly: Yes No - Details: _____

Union support needed: Yes No - Details: _____

Week 2: _____

Adjustment challenges: _____

Work-life balance: _____

Additional support needed: _____

Week 3: _____

Long-term accommodation needs: _____

Job performance feedback received: _____

Any concerns or issues: _____

Week 4: _____

Successful integration achieved: Yes Needs more time

Ongoing challenges: _____

Future planning needs: _____

LACTATION ACCOMMODATION CHECKLIST

RED FLAGS - CONTACT UNION IMMEDIATELY IF:

Job Restoration Issues

- You were not restored to your previous or equivalent position
- Your pay, benefits, or working conditions were reduced
- You were assigned to a "light duty" position without your request
- Your shift or location was changed without your agreement

Accommodation Problems

- Lactation accommodations are denied or inadequate
- You're being denied break time for pumping
- The lactation space is inappropriate (bathroom, non-private, etc.)
- Your pay is being docked for lactation breaks

Discrimination or Retaliation

- Negative comments about your leave or family responsibilities
- Different treatment compared to before your leave
- Exclusion from meetings, projects, or opportunities
- Pressure to work overtime or extra shifts inappropriately
- Disciplinary action that seems related to your leave

Benefits Issues

- Health insurance was not properly restored
- Vacation or sick time balances are incorrect
- Retirement contributions were not properly maintained
- Union dues issues or membership status problems

LACTATION ACCOMMODATION CHECKLIST

RESOURCES AND CONTACTS

Immediate Union Support: Union Representative: _____

Phone: _____ **Email:** _____

Women's Department: Contact: uaw.org/women/#resources

Phone: 586-427-7240 **Email:** womensdept1955@uaw.net

Legal Department (if needed): Contact: _____

Phone: _____ **Email:** _____

Employee Assistance Program: Contact: _____

Phone: _____ **Services:** _____

SUCCESS INDICATORS

After 30 Days, You Should Have:

- Comfortable work routine established
- Accommodations are working smoothly
- Good relationship with supervisor and colleagues
- Work-life balance that meets your needs
- Confidence in your job security and advancement opportunities

Long-term Goals:

- Career development opportunities maintained
- Positive performance evaluations
- Ability to balance work and family responsibilities
- Supportive workplace environment
- Union advocacy relationship established

LACTATION ACCOMMODATION CHECKLIST

Checklist completed by: _____

Date: _____

Union representative review: _____

Date: _____

Follow-up scheduled for: _____

Type: _____

Additional notes:

This checklist ensures your rights are protected during your return to work. Keep documentation of any issues and contact your union representative immediately if problems arise. Your union is here to support you throughout this transition.

