



Inflight Breast Pumping Policy

PURPOSE

To provide guidance to inflight crews in cases where a flight attendant is pregnant or returning to work after a pregnancy (nursing flight attendant) in accordance with the Equal Employment Opportunity Commission (EEOC).

PREGNANCY

The Family Medical Leave Act (FMLA) Leave of Absence process for pregnant flight attendants and the Parental Leave benefit is contained in the Collective Bargaining Agreement (CBA), Sections 11.A. and 11.I. As each pregnancy is unique, if a pregnant flight attendant feels their physical condition jeopardizes the safe conduct of inflight operations as described in FAM 31.4.1.7. Pregnant Flight Attendants; the flight attendants shall obtain medical documentation from their treating physician prior to removing themselves from any flying until they can safely conduct inflight crewmember duties.

Upon conclusion of the Medical Leave of Absence following pregnancy, the flight attendant must obtain medical authorization from their treating physician prior to returning to active flight duty.

NURSING FLIGHT ATTENDANT

After returning from a pregnancy, a nursing flight attendant may express breast milk while on-duty in accordance with the following. Specifically, a nursing flight attendant may express breast milk while onboard a Company aircraft by utilizing a wearable breast pump(s) under the following conditions:

- a) The breast pump(s) must be a portable battery-operated device, preferably a wearable, hands-free device with batteries <12 WH (watt hours). The breast pump(s) must not interfere with a Flight Attendant's mobility or have any distracting visual or audio features.
- b) The breast pump(s) must remain powered off during critical phases of flight.
- c) When wearing or using the breast pump(s), use caution as the breast pump(s) shall not interfere with any of your inflight duties.
- d) The breast pump(s) will not use the aircraft electrical system(s) to operate.
- e) In consideration of others onboard, a nursing flight attendant will not attach, adjust, or remove the portion of the pump that is worn under clothing in the presence of other crew members or passengers. The nursing flight attendant may use the lavatory or other privacy measures to attach, adjust, or remove the portion of the pump that is worn under clothing to ensure it is not done in the presence of other crewmembers or passengers.
- f) Use caution to avoid spills on the aircraft.
- g) Breast milk will be stored with the crewmember's personal belongings.

Should a nursing flight attendant have a medical concern with the required device(s), they may contact Employee Relations to request an ADA accommodation