

Puerto Rico Lactation Code Notice

Effective August 1, 2025, Puerto Rico's new Lactation Code (Act 87-2025) provides the following rights for employees who are nursing or pumping:

- At least **one paid hour per workday** to breastfeed or express breast milk, for **12 months** after returning from maternity leave.
- This time is counted as paid, "hours worked."
- No medical certificate required.
- A dedicated, private, hygienic space (not a bathroom) will be provided with a lockable door, access to water, electrical outlets, seating, refrigeration for milk storage.
- Employees shall not face discrimination or retaliation for exercising these rights.
- You will be informed of these rights formally; policies have been updated.

If you have any questions, please contact Human Resources.