

From MILITARY, p. 2

- Notify JCU of their intent to serve in the military, either verbally or in writing;
- Be away for military service for no more than five (5) cumulative years while employed at JCU, although there are a number of exceptions to this rule if the service member is unable to return within five (5) years due to issues such as a national emergency, critical mission, etc.;
- Return to work or promptly apply for reemployment at JCU after the conclusion of their service; and
- Not have had a disqualifying discharge or have been otherwise separated from service under other than honorable conditions.

who left on military leave will be reinstated promptly to a position that is of same or

similar pay to the position the employee would have attained if they had not left. However, the University may be excused from this obligation to reemploy a service member if reemployment of the employee is impossible or unreasonable; the reemployment would impose undue

position with JCU was for a brief, nonrecurring period and there is no reasonable expectation that the employment would continue.

For assistance with questions involving military leave at JCU, contact Human Resources at ext. 1576 or consult the

questions on the legal requirements for military leave, feel free to contact the Office of Legal Affairs.



Providing Lactation Spaces for Nursing Mothers: The Affordable Care Act's Requirements

New mothers often return to the workplace when their children are less than a year old, and are still nursing. Prior to 2010, there were no requirements on employers related to breaks that nursing mothers may need to take. In 2010, the Affordable Care Act (ACA) addressed this issue by amending the Fair Labor Standards Act and requiring employers to provide employees who are nursing mothers with a time and place to express milk in the workplace. Under the ACA, employers must allow nursing mothers to take unpaid breaks to express milk, and provide them with a location in which to do so, for one year after the birth of their child.

Time

The ACA requires employers to allow nursing mothers to take reasonable breaks to express milk. The breaks must be as long as necessary under the circumstances. Factors in the determination of what a reasonable break is include: the time it takes to walk to and from the lactation space; the time it takes to retrieve necessary equipment; whether there is a sink near the lactation

space to expedite clean-uy4(s)-40052\$40055\$40003}2.s3ETQarAe f454()-758(th)11(e)-6(r)14(2-6()-758(i)4713()-440 G[spac)12(e)-6()-44(6()-