Nursing Mother Policy FAQ

**Q: Who do I contact about questions regarding the Nursing Mother Policy?**

A: Contact Corporate Diversity about the global Nursing Mother Policy.

**Q: If I have an issue with another employee or manager not supporting my choice to nurse, where do I turn?**

A: If a nursing mother feels that a manager or fellow employee is breaching this policy, she should call the Ethics Help Line, contact a member of management, their Union Representative, or Human Resources, as applicable.

**Q: Is the Nursing Mother Policy for exempt or hourly?**

A: The global Nursing Mother Policy applies to all Cummins Inc. employees worldwide.

**Q: Is this Nursing Mother Policy just for America?**

A: The global Nursing Mother Policy is for all Cummins Inc. employees worldwide.

**Q: When am I able to express milk during the work day?**

A: Cummins will provide a reasonable amount of break time for the nursing mother to express milk as needed for her nursing child(ren) up to one year after the child(rens)’s birth. Nursing mother’s situations shall be managed on a case-by-case basis.

**Q: When/How do I tell my manager about my need to pump during the work day?**

A: Within a week of a nursing mother’s return to work after childbirth, the employee shall discuss with her manager her plan for expressing milk.

**Q: What if I am an employee in a country or region where greater benefits are awarded to nursing mothers than that stated in this policy?**

A: This policy is subject to local law, which may provide additional or greater benefits.

**Q: Why do I have to tell my manager about my need to pump during the work day?**

A: As with any relationship, an employee and manager should be communicating regularly. Your manager should support this policy and your biological choice to continue nursing your child(ren) after returning to work. The manager may request your nursing plan in writing and request verbal or written updates as the plan changes. This communication will help a manager or team understand time requirements and plan work coverage as needed.