BREAK TIME FOR NURSING MOTHERS

I. General

The Unified Government will provide reasonable break time and a shielded location for an employee to express breast milk for her nursing child for 1 year after the child’s birth each time she has a need to express milk.

II. Frequency and Location of Breaks

A. The Unified Government will provide a reasonable amount of break time to express milk as frequently as needed by the nursing mother. The frequency of breaks needed to express milk as well as the duration of each break will likely vary.

B. Each department will make available a location that is functional as a space for expressing breast milk, as needed. A bathroom, even if private, is not a permissible location for expressing milk. The space must be shielded from view and free from any intrusion from co-workers and the public. If the space is not dedicated to the nursing mother’s use, it must be available when needed. A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient provided that it meets the above requirements.

C. The employee shall meet with her supervisor in advance to make arrangements for the times and location of breaks.

III. Coverage and Compensation

A. This policy applies to both non-exempt and exempt employees.

B. Break time allowed under this policy will be uncompensated, except that employees may use their regular, paid breaks to express milk. Employees who elect to use their regular, paid breaks may take their breaks as needed during the work day to express milk and will be afforded a location meeting the requirements of subsection II(B) of this policy. Employees may choose to use compensatory time or vacation leave in lieu of uncompensated break time to express milk.

Related Policies: 2.8 Hours of Operation