



POLICY

Title: Support for Breastfeeding Employees

No.: POL

Manager: Roxanne Wolfe

Next Review Date: May 17, 2023

Program(s): All programs

Original Date: November 1, 2006

Administrator/Health Officer Signature:

Revision Date: May 17, 2019

PURPOSE:

Clark County Public Health promotes the optimal health and wellness of its employees. Promoting and supporting breastfeeding employees is one way in which Public Health can achieve this goal for the employee and the employee’s family. The list of benefits to parent and infant are immediate and long term. Research shows that employees who breastfeed are more productive on the job and worry less about their babies. Because breastfed children are healthier, nursing employees take less time off work to care for their sick infants.

Breastfeeding is also supported and protected by national and state laws. The Patient Protection and Affordable Care Act (“PPACA”), amended Section 7 of the Fair Labor Standards to provide a break time requirement for nursing mothers. This law requires employers to provide reasonable break time for an employee to express breast milk for their nursing child for one year after the child’s birth. Employers are also required to provide a place to express breast milk, other than a bathroom, that is free from intrusion and view of coworkers and the public. <http://www.dol.gov/whd/nursingmothers>.

POLICY STATEMENT:

Flexible Scheduling

- Staff needing to express breast milk during their work day should discuss their break time needs with their immediate supervisor. Whenever possible, requests shall be made in writing and with adequate advance notice to allow for necessary schedule adjustments.
- The breastfeeding employee’s schedule can be adapted to provide consistent breaks allowing adequate time for pumping and/or nursing. If necessary, the beginning and/or ending time of work could be adjusted to accommodate longer breaks ensuring a full day’s work.

Lactation Room

- A private lactation room is available at the Center for Community Health. Employees may use the room for pumping or nursing. Labeled breast milk can be stored in the refrigerator located in the lactation room.

DEFINITION OF TERMS:

CCPH	Clark County Public Health
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REFERENCES:

- Fair Labor Standards Act, 29 U.S.C. 207, Section 4207 (<http://www.dol.gov/whd/nursingmothers>)

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- RCW 43.70, 9A.88.010
- RCW 49.60.030 and 16.60.215

RESOURCES:

www.la lecheleague.org (La Leche League)
www.nursingmothers.org (Nursing Mother’s Counsel)

EMPLOYEE EDUCATION AND TRAINING:

All employees will be notified of the policy and it will be included in new employee orientation. Staff will be oriented to the lactation room if they will be expressing milk during the work day.

REVISION HISTORY:

Revised:	By:	Summary of Revisions Made:
May 17, 2018	Janis Koch	<ul style="list-style-type: none"> ▪ Removed broken links and other general edits ▪ Removed reference to Family Medical Leave as it is covered under Clark County HR policy 12.1.
May 13, 2019	Melissa Martin	General edits.

**Breastfeeding Infant-at-Work
Individual Plan and Agreement**

Name of employee: _____

Name of infant: _____ Infant's date of birth: _____

Date infant enters program: _____

Latest date infant will leave program: _____

Days and times infant will be in the workplace: _____

- 1) I have read, understand and agree to abide by the terms and conditions outlined in CCPH policy.
- 2) I understand that the Support for Breastfeeding Employees policy is a privilege and not a right.
- 3) I acknowledge that CCPH reserves the right to terminate this arrangement as outlined in the policy.
- 4) I understand I am required to keep my supervisor informed of any problems which I may experience when bringing my infant to work.
- 5) I understand and accept the responsibility that I have to continue to meet departmental standards for quality and quantity of work.
- 6) I will have alternative care for my infant when I am required to attend trainings or meetings that cannot accommodate the infant-at-work policy.
- 7) I will provide all appropriate equipment and supplies to ensure proper care and safety of my infant.
- 8) In the event that my child becomes ill or is injured while at CCPH, I agree to indemnify and hold harmless CCPH and all other authorized personnel.

Submitted by:

Signature of Parent/Employee

Date

Approved by:

Manager

Date

**Breastfeeding Infant-at-Work
CONSENT AND WAIVER**

In consideration of Clark County permitting me to bring my child to work with me in compliance with the Support for Breastfeeding Employees policy, I hereby release, on my own behalf and on behalf of my child, _____, Clark County from any and all claims, liabilities, causes of action and demands of any kind or character, including negligence, whether vicarious, derivative, indirect or direct, that I, _____, or any of my child's family members, heirs, or assigns now have or may hereafter have or assert against Clark County arising out of, resulting from, or connected with this policy and/or with me bringing my child to work or his/her presence at work with me. This waiver does not preclude legal remedies for injury due to gross negligence or intentional conduct.

Signature of Employee

Date

Manager

Date

This agreement in no way implies a contract of employment.