



Book	Policy Manual
Section	Volume 35, No. 2 for Board Approval
Title	New Policy - Volume 35, No. 2 - July 2023 - NURSING MOTHERS
Code	po3425
Status	

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3425 - NURSING MOTHERS

[DRAFTING NOTE: Select one (1) of the two (2) options below]

[x] As required by Federal law, the Board of Managers shall take steps necessary to support staff members who decide to breastfeed their infants by providing additional unpaid break time, as necessary, for lactating employees to express breast milk for their infants on Cooperative premises.

~~**[]** The Board of Managers shall support the decision of staff members to breastfeed their infants by providing additional unpaid break time, as necessary, for lactating employees to express breast milk for their infants on Cooperative premises.~~

[End of options]

Prior to returning to work from maternity leave, it shall be the employee's responsibility to notify her supervisor of her intent to continue breastfeeding her infant(s), and of her need to express milk during work hours. Further, it shall be the responsibility of the employee to keep her supervisor informed of her needs in this regard throughout the period of lactation.

The Director (if the employee is a central office administrator) or building administrator shall designate a private area, other than a restroom, where an employee can express breast milk. The designated area shall be a space where intrusion from coworkers, students, and the public can be prevented, and an employee using this area can be shielded from view.

An employee can express milk during regularly scheduled break periods for up to one year following the birth of the employee's child. The Director (if the employee is a central office administrator), Principal, or employee's supervisor shall make an accommodation if the time of regular breaks needs to be adjusted or if additional and/or longer breaks are needed. In the event that more breaks are needed or the break(s) need to be longer than legally required, the additional time required shall be unpaid, and the employee's work schedule or work day shall, therefore, be modified accordingly. The Director (if the employee is a central office administrator), Principal, or the employee's supervisor shall work with the employee to make these necessary modifications.

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Legal	29 U.S.C. 207(r) Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act)
Cross References	Policy 1425 - NURSING MOTHERS Policy 4425 - NURSING MOTHERS