



Book Policy Manual

Section Volume 35, No. 2 for Board Approval

Title Revised Policy - Volume 35, No. 2 - July 2023 - NURSING MOTHERS

Code po4425

Status

Adopted April 14, 2022

### **Revised Policy - Volume 35, No. 2 - July 2023**

#### **4425 - NURSING MOTHERS**

**[DRAFTING NOTE: If a Cooperative has fewer than fifty (50) employees, it may be exempt from the break time for nursing mothers requirement if the Cooperative can demonstrate that compliance with the provision would impose an undue hardship.]**

**[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 support 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 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 one where an employee who is 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.

#### **Cross References:**

Policy 1425 - Nursing Mothers  
Policy 3425 - Nursing Mothers

29 U.S.C. 207(r)  
Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act)

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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 3425 - NURSING MOTHERS