

## **LACTATION SUPPORT GUIDELINES FOR NURSING MOTHERS**

### **PURPOSE OF POLICY:**

It is the Policy of Iredell County to comply with The Patient Protection and Affordable Care Act (PPACA) (H.R. 3590). Research has shown that lactation support is beneficial to the working, nursing Mother and her child as well as to employers by decreasing medical expenses; reducing absenteeism; increasing employee retention; and improving morale in the workplace.

It is the policy of Iredell County to assist working mothers with the transition back to work following the birth of a child by providing nursing mothers a private area to periodically lactate during the workday. The County shall provide reasonable breaks for nursing mothers for this purpose for a maximum of one (1) year following the birth of a child.

This Policy is intended to give Departments a general outline of the minimum level of support to be provided to employees who are nursing their children.

### **DESIGNATED AREA REQUIREMENTS:**

Nursing Mothers will be provided a common area that is shielded from view and free from intrusion of co-workers and the public. The space provided shall have a door that can be secured and locked, adequate lighting and seating, and electrical outlets for pumping equipment. If the space is not dedicated to the nursing mother's use, it must be available when needed in order to meet the statutory requirements of the PPACA. When identifying a designated space for lactation, the Department should consider the distance of space in relation to a source of running water and the proximity of the space to an employee's work area.

A bathroom, even if private, is not a permissible location under the Act.

### **PERMISSIBLE BREAK TIMES:**

Nursing mothers should be granted a reasonable amount of break times to lactate as frequently as needed. The frequency of break times needed as well as the duration of each break time will likely vary.

A Department may require the employee to use a regularly scheduled paid break time to lactate. Nursing mothers must be provided break times for lactation purposes equally to the way other employees are compensated for break times. If time is needed beyond the regularly scheduled paid break times, the Department shall make a reasonable effort to allow employees to use paid leave or unpaid time for this purpose. Paid or unpaid time must be granted in accordance to Iredell County's Personnel Ordinance - Holidays and Leave.

**RESPONSIBILITY:**

**Department Director:** It is expected that the Department Director in each location within Iredell County Government shall be responsible for ensuring this policy is adhered to within their designated Departments. Any Department needing assistance should contact the Iredell County Human Resources Department.

**Employee:** The employee is responsible for storage of the lactation. Employee is also responsible for notifying their direct Supervisor and/or Department Director of the need for accommodations to lactate.