

Green County Human Resources

1016 16th Avenue

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GREEN COUNTY POLICY FOR NURSING MOTHERS

In recognition of the well documented health advantages of breastfeeding for infants and mothers, Green County provides a supportive environment to enable breastfeeding employees to breastfeed and/or express their milk during work hours. This includes a county-wide lactation support program administered by the Green County Public Health Department.

Green County subscribes to the following worksite support policy. This policy shall be communicated to all current employees and included in new employee orientation training. Individual Departments of Green County may have their own policy for nursing mothers provided the policy is not more restrictive, maintains compliance with standards set forth through the U.S. Department of Labor (WHD) <https://www.dol.gov/whd/nursingmothers/> and fosters a supportive environment for nursing mothers.

County Responsibilities

Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

- **Milk Expression Breaks:** Breastfeeding employees are allowed to breastfeed and/or express milk during work hours using their normal breaks and meal times. For time that may be needed beyond the usual break times, employees may use accrued benefit time, leave without pay or may make up the time as determined by their department head or designee.
- **A Place to Express Milk:** A private room (not a toilet stall or restroom) shall be available for employees to breastfeed and/or express milk. The room will be private and sanitary, located near a sink with running water for washing hands and rinsing out breast pump parts, and have an electrical outlet. Signage will be made available for the breastfeeding employee to communicate that feeding and/or pumping is in session. The location of the room may include other options than those currently in place so long as the additional option is mutually acceptable to both the employee and department head or designee.
- **Education:** Prenatal education and informational materials on breastfeeding, including classes offered on breastfeeding, and certified lactation counseling services are available for all employees and can be obtained from the Green County Public Health Department.
- **Staff Support:** Supervisors are responsible for alerting pregnant and breastfeeding employees about the county's worksite lactation policy, and for implementing this policy

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and the practices that may assist to facilitate each employee's infant feeding goals. Employee orientation will include information about the county's breastfeeding policy. The county's breastfeeding policy will be communicated to all staff. It is expected that all Green County staff will provide a positive workplace atmosphere, free of harassment and discrimination to breastfeeding employees.

Employees Responsibilities:

- **Communication with Supervisors:** Employees who wish to breastfeed and/or express milk during the work period shall keep supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the county.
- **Maintenance of Milk Expression Areas:** Breastfeeding employees are responsible for keeping milk expression areas clean for the next user.
- **Milk Storage:** Employees may use their own cooler packs to store expressed breast milk. Employees may store milk in an employee use refrigerator/freezer if provided by the department or building. If employees use refrigerators/freezers that are available, employees should label all milk expressed with their name and date collected so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of her milk.
- **Use of Break Times to Express Milk:** When more than one breastfeeding employee needs to use the designated lactation room, employees may be required to work together to allow each employee the opportunity for milk expression times which best meet their needs. Prior to use of the room, employees should knock to ensure the privacy of any other nursing mother present.

[Approved by: Green County Personnel and Labor Relations Committee — 25 June 2019]

Policy Curator: Green County Human Resources Director