

Title: Breastfeeding Policy
Policy Number: 708
Effective Date: July 1, 2009
Revision Date:
Authorized by: Board of Supervisors

Policy

It shall be the policy of the Pottawattamie County Board of Supervisors to provide positive support to breastfeeding mothers in the workplace. The breastfeeding policy applies to the expression of breast milk during work hours.

Comments:

- (1) Employees are not allowed to bring nor have their babies brought to the workplace for the purposes of breastfeeding.
- (2) An employee who has chosen to breastfeed and will be expressing milk during work hours shall so advise their Department Head at least one (1) week prior to returning to work from maternity leave so that arrangements can be made.
- (3) Employees who are breastfeeding may utilize their two (2), fifteen (15) minute paid rest breaks and their one half (1/2) hour unpaid meal period for the purpose of expressing breast milk. In the event that additional time is needed, employees may use accumulated vacation, personal leave or other similar paid leave (not sick leave) as is necessary.
- (4) Employees are required to use a room designated by the Department Head. The designated room will have a lock on the door for privacy and shall be kept clean at all times.
- (5) Employees may store their expressed breast milk in the refrigerator closest to their work location. The stored milk should be labeled as such and should include the employee's name.
- (6) Employees are encouraged to rent or purchase an electric or battery operated breast pump to shorten the time needed to express their breast milk.