

# Personnel Policy Bulletin

Lancaster County

Number: 2013-1

Date: June, 2013

Reference:	Title:
Supercedes Personnel Policy Bulletin 2001-4	Breastfeeding Policy

According to the American Academy of Pediatrics (AAP), extensive research confirms the diverse and compelling health advantages of breastmilk. The AAP's 1997 policy paper on breastfeeding recommends that newborns be fed breastmilk exclusively for 6 months and that breastfeeding continue for at least 12 months.

In addition, The U.S. Surgeon General's 2000 Blueprint on Breastfeeding states that despite multiple health and economic benefits, breastfeeding rates are too low, especially among non-white infants. These low rates amount to a public health challenge as breastfeeding is one of the most important contributors to infant health, as well as being a factor in improving maternal health and contributing economic benefits to the family, the health care system and the workplace.

Breastfeeding is considered a primary factor in reducing infant and maternal illnesses and reducing health care costs. It is also a preventive factor in employee absenteeism as employees who breastfeed miss less work due to sick children at home. Lancaster County can help improve the health of infants and support the growing number of mothers in the workforce who choose to breastfeed, as well as encourage more working mothers to breastfeed. This policy is established to provide guidelines reducing barriers to new mothers in the County workforce who choose to breastfeed their infants.

## I. POLICY

- A. Lancaster County, as an employer, recognizes that working mothers are a vital part of its workforce. It shall be the policy of Lancaster County to support mothers who choose to breastfeed their infants by enabling mothers to express and collect their milk during work hours.
- B. It is the goal of Lancaster County to identify proper private space, other than a bathroom, within each building occupied by County employees for the purpose of allowing mothers to express breast milk. These areas should, at a minimum, provide:
  - a room with no windows or windows with blinds providing privacy;
  - a lock on the door; and
  - an electrical 110v outlet.

In the absence of a room that can be set aside, a private office with the above minimum requirements that can be scheduled for 15-20 minute sessions three times per day, may be used.

- C. Lancaster County shall provide reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth each time such employee has need to express the milk. For employees who are not exempt from overtime under the Fair Labor Standards Act, these breaks may coincide with the employee's two 15-minute breaks. Any additional breaks will not be treated as compensable time. (See, 29 U.S.C. § 207(r)).

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## II. PROCEDURE

- A. Employees who have given birth and returned to the workforce should notify their supervisor that they intend to breastfeed their infant and would like to express their milk during work hours.
- B. The supervisor should contact the Personnel Department to identify an appropriate space that has been identified in the building for this purpose.
- C. All efforts to allow vacation, leave without pay, or flex time for this purpose will be made with the supervisor's approval.



Doug McDaniel, Personnel Administrator

6-19-2013

Date



Larry Hudkins, Chair  
Board of County Commissioners

6-20-2013

Date