

WINNEBAGO COUNTY HUMAN RESOURCES POLICIES

21.08 Worksite Breastfeeding

(a) Purpose. In recognition of the County's interest in encouraging breastfeeding mothers to return to work as well as the documented health advantages of breastfeeding for infants and mothers, Winnebago County wishes to establish a supportive environment to enable breastfeeding employees to express their milk during work hours.

(b) Breaks. A breastfeeding employee shall be allowed breaks for the purpose of expressing breast milk for a nursing child. The time and frequency of such breaks may vary according to the needs of the nursing mother. Such breaks may be considered the employee's paid rest breaks if those are allowed by the employee's department under Policy 11.03(d), and if the amount of time for breaks needed by an hourly employee exceeds the time allowed for rest breaks by the employee's department under Policy 11.03(d), the excess time will be unpaid, or, at the department's option, the employee may be allowed to flex her schedule to make up the time. Paid or unpaid lunch breaks under Policy 11.03(b) or (c) may also be used for this purpose.

(c) Location. A private place, other than a bathroom, will be provided to any employee who is a nursing mother and wishes to express breast milk. The place must be shielded from view and free from intrusion from co-workers and the public. Rooms at some County locations may be designated for this purpose. If no designated room is available or convenient, then a department manager will designate an appropriate location after consultation with the employee and with Human Resources.

(d) Storage. Employees may use their own cooler packs to store expressed breast milk. If a break or lunch room refrigerator or freezer is available, employees may store the milk there in their own leak-proof containers, clearly labeled with employee name and date.

(e) Support and Non-retaliation. Other employees are expected to assist in providing a supportive atmosphere for breastfeeding employees. No action will be taken by Winnebago County or any of its officers or management staff in retaliation against any employee who makes use of the provisions of this policy. Any employee who desires further information or wishes to discuss the application of this policy to her situation is encouraged to contact Human Resources.