

**GRAND FORKS COUNTY
POLICY MANUAL**

POLICY NO. 105-04

**Eff. 2/21/12
Rev. 11/6/12**

WORKPLACE LACTATION POLICY

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Pursuant to the FMLA “PPACA” (Patient Protection and Affordable Care Act), Grand Forks County allows creative use of normal breaks and earned leave for nursing mothers to express human milk or breastfeed. Examples of such may include taking shorter meal breaks, using break times, coming to work earlier or leaving work later, etc.

A clean, private space (other than a restroom) will be made available for breastfeeding or expressing milk. This will include an electrical outlet for electrical expression pumps, a comfortable chair, small table, and enough space available for the equipment used. A clean water source for washing hands and cleaning expression equipment must be close to this area if not inside the same room. A convenient place for temporary storage of human milk (such as a refrigerator or cooler will be allowed) but will not be purchased by Grand Forks County. The Grand Forks Public Health Department is available to assist any breastfeeding mother that does not have access to a refrigerator or cooler.

Employees utilizing designated areas for milk expression will be responsible for keeping the area clean for the next user. When more than one breastfeeding employee needs to use a room to express milk, employees should negotiate milk expression times that are convenient or best meet their needs.

Department Managers are responsible for informing pregnant and breastfeeding employees about the workplace lactation policy and areas. Employees expressing milk in the workplace are expected to do so in a discrete and professional manner. The Grand Forks Public Health Department is available to provide breastfeeding services and resources to county employees along with locations for breastfeeding and expressing milk if such a room is not available within a department.