

CHAPTER Human Resources	CHAPTER 05	SECTION 001	SUBJECT 200
SECTION Personnel		DESCRIPTION Lactation Accommodation Policy	
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APPLICATION:

☒ CMH Staff	☐ Board Members	☐ Provider Network	☒ Employment Services Providers
☐ Employment Services Provider Agencies	☒ Independent Contractors	☒ Students	☒ Interns
☒ Volunteers	☐ Persons Served		

POLICY:

Lapeer County Community Mental Health (LCCMH) complies with the Affordable Care Act (ACA) and Fair Labor Standards Act (FLSA) in providing nursing employees with reasonable break time and a private space to express breast milk.

STANDARDS:

- A. Nursing employees notify their supervisor in advance to arrange appropriate accommodations.
- B. Nursing employees are allowed to express milk during work hours using their normal break times. If additional time is needed beyond standard breaks, employees may use personal leave or may make up the time, in consultation with their supervisor.
- C. A private room is made available for employees to express milk. The specific space may vary depending on availability, but meets the following requirements:
 - 1. Shielded from view
 - 2. Free from intrusion from coworkers or the public

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- 3. Not a bathroom
 - 4. Functional for expressing milk
 - 5. Available whenever a nursing employee needs to pump
- D. Employees may also choose to express milk in their own private offices.
- E. Employees are responsible for keeping the lactation space clean after use.
- F. Expressed milk can be stored in a designated refrigerator or personal cooler.
Containers of expressed milk stored in a shared refrigerator are clearly labeled with the employee's name and date the milk was expressed.

REFERENCES:

Section 7 of the Fair Labor Standards Act of 1938 (29 U.S.C. 207)
The Patient Protection and Affordable Care Act

AM:lr