

MISSOULA COUNTY BREASTFEEDING SUPPORT IN THE WORKPLACE POLICY

Purpose

This policy establishes Missoula County as a workplace that supports employees who are breastfeeding.

Scope

This policy is applicable to all County departments and entities.

Administration

Department heads are responsible for the implementation of the policy within their departments.

References

Missoula County Human Resources Policies: 404.00 Maternity Leave.

MCA 39-2-215-217, Public employer requirements to support breastfeeding.

Centers for Disease Control and Prevention (CDC) Lactation Tool Kit: Healthier Work-site Initiative: www.cdc.gov/nccdphp/dnpao/hwi/toolkits/lactation/.

Womenshealth.gov: www.womenshealth.gov/breastfeeding/government-in-action/business-case-for-breastfeeding/policy-for-supporting-breastfeeding-employees.pdf.

Policy

Missoula County:

1. Will not discharge from employment or discriminate in compensation or other terms, conditions, and privileges of employment an individual who expresses milk or breastfeeds in the work-place, subject to bona fide occupational limitations;
2. Will inform new employees of the policy supporting breastfeeding during the initial orientation with Human Resources;
3. Will inform all current Missoula County employees of this breastfeeding policy;

4. Will provide breastfeeding employees with a private lactation room or space in close proximity to the work area and equipped with an electrical outlet, comfortable chair, and reasonable access to running water (restroom facilities are not acceptable);
5. Will provide reasonable unpaid break-time each day to express breast milk for the employee's child for one year, if breaks are currently allowed. If breaks are not currently allowed, each case will be considered individually and accommodations made as possible. The break-time must, if possible, run concurrently with any break-time already provided to the employee; and,
6. Inform employees of the relevant breastfeeding Affordable Care Act intervention benefits available from Missoula County Medical Benefits Plan, including preferred provider information for professional lactation counseling and breast pumps.