

Lactation Support

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This policy is in compliance with The Patient Protection and Affordable Care Act (H.R. 3590) which was signed into law on March 22, 2010.

Purpose

This policy provides guidelines that will assist agencies in the development of work/life balance initiatives to support the wellness and health of employees of North Carolina State Government. Work/life balance initiatives have proven to be effective recruitment and retention strategies as agencies compete for a diverse workforce to deliver efficient services to the citizens of North Carolina.

Research has shown that lactation support is beneficial to the working, nursing mother and her child as well as to employers by decreasing medical expenses; reducing absenteeism; increasing employee retention; and improving morale in the workplace. This policy is intended to give agencies a general outline of the minimum level of support to be provided to employees who are nursing their children. An agency may adopt additional areas of support that are consistent with this policy.

Policy

It is the policy of North Carolina State Government to assist working mothers with the transition back to work following the birth of a child by providing lactation support. A lactation support program allows a nursing mother to express breast milk periodically during the work day.

Office of State Human Resources Responsibility

The Office of State Human Resources will designate a program coordinator to assist agencies with questions regarding this policy.

Lactation Support (continued)

Agency Responsibilities

State agencies shall provide space, privacy, and time for nursing mothers to express breast milk by doing the following:

- a. **Designated Space** – The agency shall provide a private space that is not in a restroom or other common area. The space should have a door that can be secured or locked, adequate lighting and seating, and electrical outlets for pumping equipment.

Advisory Note: In identifying a designated space for lactation, the agency should consider the proximity of the space to employees' work areas. Additionally, agencies should consider the distance of the space in relation to a source of running water.

- b. **Time** - The agency may require the employee to use the regularly scheduled paid break time to express breast milk. If time is needed beyond the regularly scheduled paid break times, the agency shall make reasonable efforts to allow employees to use paid leave or unpaid time for this purpose.

Employee Responsibility

Storage - The employee will be responsible for storage of the expressed breast milk.
