

EXPRESSING MILK IN THE WORKPLACE

In recognition of the well documented health advantages of breastfeeding for infants and mothers, and in accordance with state and federal law, the school district will provide a supportive environment to enable breastfeeding employees to express their milk during work hours. Breastfeeding employees who choose to continue providing their milk for their infants after returning to work for one (1) year after the child's birth shall receive:

Milk Expression Breaks

Breastfeeding employees are allowed a reasonable break time to express milk during work hours concurrently with their normal breaks and meal times. For time that may be needed beyond the usual break times, employees may use personal leave or may make up the time as negotiated with their supervisors. Employees shall not be allowed to use instructional time to express milk.

A Place to Express Milk

A private room (not a toilet stall or restroom) shall be available for employees to breastfeed or express milk. The employer shall make reasonable effort to provide a room that is private, secure and sanitary and shall be in close proximity to the work area.

Communication with Supervisors

Employees who wish to express milk during the work day shall keep the building principal informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the school district.

Milk Storage

Employees should label all milk expressed with their name and date collected so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of her milk.

Undue Hardship

An employer with less than fifty (50) employees is not required to provide break time under this section if to do so would create an undue hardship on the operations of the employer by causing the employer significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of the employer's business.

REFERENCES: Fair Labor Standards Act of 1938 (29 U.S.C 207) §7(r)
63 O.S. § 1-234.1
40 O.S. § 435