



ADMINISTRATIVE PRACTICES MANUAL

SUBJECT: LACTATION POLICY

Section 1: Purpose

The County as an employer wants to offer support for employees who are breastfeeding. The County recognizes that guaranteeing breaks and providing space that can offer privacy for expressing breast milk or nursing supports breastfeeding employees. Dane County will provide a lactation space for employees to nurse or express breast milk at every possible location.

Section 2: Facilities

Dane County shall create a work group to review Dane County facilities and develop a report to the DOA Director that identifies facility improvements and other procurements (e.g. appliances and furniture). This work group will complete its work by the end of December 31, 2024. This workgroup will sunset after December 31, 2024. The goal of the review would be to ensure all County employees have a welcoming space in order to express milk.

The work group will include: 2 EGR represented employees nominated by the Employee Groups, 1 non-represented employee, 1 representative from facilities management, 1 representative from WPPA, 1 representative from Public Health Madison Dane County, and 1 representative from the DOA Director.

A review of facilities will include whether there is a space that is lockable, private, sanitary, and accessible during work hours. The space should not be a restroom. The space will have an electrical outlet, table, comfortable chair, storage space for an employee's pump, and nearby access to running water. While not feasible in all locations, the workgroup should explore if it is possible to provide space for the storage of expressed breast milk. During the review, the workgroup should survey employees at specific locations to reach out and solicit employee feedback on the facilities.

Section 3: Break time

Breastfeeding employees will be responsible to communicate to their supervisor about expressing milk. Employees who plan to express milk during the workday shall coordinate with their supervisors as needed so they can work together to satisfy the needs of both the employee and Dane County.

Breastfeeding employees are encouraged to give at least two (2) weeks advance notice (verbal or written) to their supervisor of their intent to take breaks to express milk at work. Upon notice, supervisors show the space to the employee. If space and other improvements are not yet made, the supervisor should notify Facilities Management. Breastfeeding employees will agree upon a flexible break schedule with their supervisor for nursing or expressing milk. The time will not exceed the normal time allowed for lunch and breaks. For time above and beyond normal lunch and breaks, the employee will be allowed to come in early or leave later to make up or flex the time if their position supports this flexibility and with prior supervisor approval.