

NURSING MOTHER POLICY

Lactation/Breastfeeding

PURPOSE

To support nursing mothers to care for themselves while at work.

SCOPE

This policy applies to all LADD employees who are nursing mothers.

POLICY

It is the policy of LADD to encourage all of our pregnant and postpartum employees to consider breastfeeding their children as a means of promoting the health of both child and mother. We encourage and support employees in their efforts to combine working and breastfeeding.

STANDARDS

The Patient Protection and Affordable Care Act, enacted March 23, 2010, requires employers subject to the Fair Labor Standards Act (FLSA)—which is most employers—to provide unpaid, reasonable break time for an employee to express breast milk for a year after her child's birth

PROCEDURES

1. This workplace nursing mother policy recognizes that breastfeeding is the most healthful, natural and economic method of infant nutrition. It is our policy to support the needs of breastfeeding mothers when they return to work.
2. The employee must contact the Human Resource Department to work with them on maternity leave planning which includes addressing the transition from fulltime maternity leave to returning to work and the impact that this may have on breastfeeding, pumping, etc. to support the health of both the child and employee.
3. The Human Resource Department will develop a plan with the employee as noted above and work with Management to insure support is provided.
4. Any time the employee feels the plan needs to be modified, please contact the Human Resource Department for a change in the plan.

WE MAKE THE DIFFERENCE