

Personnel Policy Bulletin

Number: 2013-2

City of Lincoln

Date: June, 2013

Reference:	Title:
Supercedes Personnel Policy Bulletin 2001-1	Breastfeeding Policy

According to the American Academy of Pediatrics (AAP), extensive research confirms the diverse and compelling health advantages of breastmilk. The AAP's 2012 revised policy paper on breastfeeding reaffirms its recommendation of exclusive breastfeeding for about 6 months, followed by continued breastfeeding as complementary foods are introduced, with continuation of breastfeeding for 1 year or longer as mutually desired by mother and infant. (*Breastfeeding and the Use of Human Milk*: Pediatrics 2012; 129:e827; February 27, 2012; <http://pediatrics.aapublications.org/content/1293/e827.full.html>)

In addition, The U.S. Surgeon General has reaffirmed the health and psychological benefits of breastfeeding in her 2011 Call to Action to Support Breastfeeding: "For nearly all infants, breastfeeding is the best source of infant nutrition and immunologic protection, and it provides remarkable health benefits to mothers as well. Babies who are breastfed are less likely to become overweight and obese. Many mothers in the United States want to breastfeed, and most try. And yet within only three months after giving birth, more than two-thirds of breastfeeding mothers have given up on breastfeeding, and mothers who breastfeed one year-olds or toddlers are a rarity in our society." (*The Surgeon General's Call to Action to Support Breastfeeding*. Washington, D.C: U.S. Department of Health and Human Services, Office of the Surgeon General; 2011. <http://www.surgeongeneral.gov>)

Breastfeeding is considered a primary factor in reducing infant and maternal illnesses and reducing health care costs. It is also a preventive factor in employee absenteeism as employees who breastfeed miss less work due to sick children at home. The City of Lincoln can help improve the health of infants and support the growing number of mothers in the workforce who choose to breastfeed, as well as encourage more working mothers to breastfeed. This policy is established to provide guidelines reducing barriers to new mothers in the City workforce who choose to breastfeed their infants.

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I. POLICY

- A. The City of Lincoln, as an employer, recognizes that working mothers are a vital part of its workforce. It shall be the policy of the City of Lincoln to support mothers who choose to breastfeed their infants by enabling mothers to express and collect their milk during work hours.
- B. It is the goal of the City of Lincoln to identify proper private space, other than a bathroom, within each building occupied by City employees for the purpose of allowing mothers to express breast milk. These areas should, at a minimum, provide:
- a room with no windows or windows with blinds providing privacy;
 - a lock on the door; and
 - an electrical 110v outlet.

In the absence of a room that can be set aside, a private office with the above minimum requirements that can be scheduled for 15-20 minute sessions three times per day, may be used.

- C. The City of Lincoln shall provide reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth each time such employee has need to express the milk. For employees who are not exempt from overtime under the Fair Labor Standards Act, these breaks may coincide with the employee's two 15-minute breaks. Any additional breaks will not be treated as compensable time. (See, 29 U.S.C. 207(r)).

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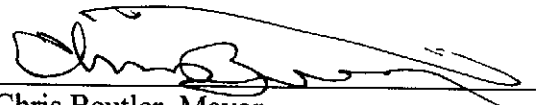
II PROCEDURE

- A. Employees who have given birth and returned to the workforce should notify their supervisor that they intend to breastfeed their infant and would like to express their milk during work hours.
- B. The supervisor should contact the Personnel Department to identify an appropriate space that has been identified in the building for this purpose.
- C. All efforts to allow vacation, leave without pay, or flex time for this purpose will be made with the supervisor's approval.



Doug McDaniel, Personnel Director

7-2-2013
Date



Chris Beutler, Mayor

7-2-2013
Date