

**GCCHD BREASTFEEDING POLICY
RESOLUTION #06-07-06-8**

As a public health agency, the Greene County Combined Health District (GCCHD) recognizes the health benefits of breastfeeding to both mothers and infants. In an effort to encourage mothers to continue to breastfeed, if they wish, after returning to work, GCCHD has developed the following guidelines to address the needs of mothers with breastfeeding infants under the age of one year.

1. An employee will meet with their supervisor prior to returning to work to determine an acceptable work schedule that meets the needs of the employee and the business needs of GCCHD. Breastfeeding or expressing milk may be done as scheduled with the supervisor or during the unpaid lunch hour. Supervisors and employees must both understand that the schedule may need to be adjusted at times to meet the business needs of GCCHD. (**Example 1:** Employee works 8 a.m. to 4 p.m. with a one-hour unpaid lunch to address the employee's need to breastfeed, express milk, lunch etc. **Example 2:** Employee works 8 a.m. to 4:30 p.m. with three 30-minute unpaid breaks to address the employee's need to breastfeed, express milk, have lunch, etc.) The time would be accurately recorded on the employee's timesheet and would meet GCCHD's business need for a seven-hour workday for full time employees.
2. An employee may breastfeed an infant in an appropriate area of GCCHD. The Community Health Services (CHS) Conference Room may be reserved, if available, for up to 30 minutes, three times per day, for an employee who wishes to breastfeed or express milk privately. The CHS Conference Room provides the most appropriate accommodations for breastfeeding (rocking chair), or expressing milk (chair, electrical outlet, and table) and is in close proximity to the restroom. If the CHS Conference Room is unavailable, an employee may use an available clinic room, or request permission to use an available private office.
3. An employee may have an infant brought to GCCHD by a caregiver to be breastfed on the schedule worked out with the supervisor.
4. Employees who wish to express milk will be personally responsible for all necessary supplies (pump, storage containers, etc).
5. Employees may store properly marked and stored breast milk in the kitchen refrigerator. Breast milk is subject to the same policy as any other item stored in the kitchen refrigerator as addressed under Kitchen, Section 6130, page 101, of the GCCHD Employee Handbook.
6. Although, the Women, Infant, and Children (WIC) staff have an enormous responsibility to provide services to WIC eligible clients, employees may seek brief education and assistance from the WIC breastfeeding staff if work scheduling permits or the WIC staff may refer the employee to an outside lactation consultant.