

Utah County Human Resource Policy 2-1600: Break Time for Nursing Mothers

Purpose

It is the intent and purpose of this policy, in compliance with State and Federal Law, to encourage and support employees who are nursing their children as a means of promoting the health of mother and child.

I. Policy

For up to one (1) year following her child's birth, an employee who is nursing will be allowed reasonable break time as needed to nurse or express breast milk for her nursing child.

II. Procedures

- A. Utah County departments will ensure that an employee who is nursing will be allowed reasonable break time as needed to nurse or express breast milk for her nursing child for up to one (1) year following the birth of the child.
- B. The frequency and length of such breaks will depend on the needs of the mother and will likely vary. The employee is directed to consult with her supervisors and/or the Director regarding the frequency and duration needs for nursing or expression of breast milk. To the extent that break time is needed in excess of the meal and rest periods described in Utah County Human Resources Policy 2-1400, such break time will be unpaid.
- C. Break rooms with electrical outlets, and which are free from intrusion from coworkers and the public, have been designated for nursing and expression of breast milk in each of the main County buildings. Refrigerators have also been provided for the temporary storage of breast milk.
- D. If nursing or breast milk expression breaks are needed in other locations, employees should consult with their supervisors and/or the Director to determine an appropriate location.

II. References

<https://www.dol.gov/whd/nursingmothers/>