



COUNTY OF CARROLL
OFFICE OF THE COMMISSIONERS

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Policy Title:	Breaks for Nursing Mothers
Effective Date:	March 16 2023
Revision Date:	
Reference(s):	Fair Labor Standards Act, Section 7, as amended

Purpose: Recognizing that breastfeeding is a normal part of life, and that federal law requires all covered employers to provide special accommodations to nursing mothers, Carroll County will grant reasonable time for an employee to express breast milk and for nursing the child, for up to twelve (12) months after the birth of a child or as may be prescribed by the employee's medical provider.

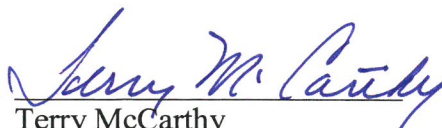

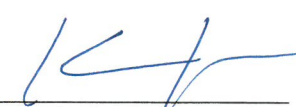
Non-exempt employees will be allotted paid breaks of twenty (20) minutes or less. Exempt employees may take breaks when needed for this purpose. Per federal law, Carroll County will make a reasonable effort to provide a private space, other than a restroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used to express breast milk.

Procedure:

An employee who requires a break for the reasons defined in this policy, should work with their supervisor or the Director of Human Resources, as appropriate, to find a suitable space for and to determine the appropriate timing and duration of such breaks.

Employees who store milk in a refrigerator located on County premises assume all responsibility for the safety of the milk and the risk of harm for any reason, including improper storage or refrigeration or tampering.

Any questions regarding this policy should be discussed with the Director of Human Resources.

 Terry McCarthy Chairman	 Matthew Plache Vice-Chairman	 Kimberly Tessari Clerk
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Adopted: March 16, 2023