

**BREAKS FOR NURSING MOTHERS 507**

*Effective Date: 11/07/2016*

Cass County will provide reasonable break time each day to employees who need to express breast milk for their infant children. Break time under this policy will generally run concurrently with any meal and/or break times that may already be provided to the employee. Employees who have a need to express milk for their infant children will be provided with a location (other than a bathroom), that is shielded from view and free from intrusion, where they may express milk in privacy. A clean and safe water source with facilities for washing hands and rinsing breast pump equipment is located near the designated lactation rooms. Refrigerators are available so breast milk can be stored appropriately. Employees storing milk in the refrigerator assume all responsibility for the safety of the milk.

To ensure all employees who have a need to express milk may be accommodated under this policy, employees must contact the Department Head to make the necessary arrangements. Cass County reserves the right to deny additional break time where doing so would unduly disrupt Cass County's business operations or would result in undue hardship.