

BREAK TIME for NURSING MOTHERS

Cook County supports breastfeeding mothers by accommodating the mother who wishes to express breast milk during her workday when separated from her newborn child. Consistent with this policy, Cook County shall provide a reasonable amount of break time to express milk as frequently as needed by the nursing mother.

Cook County shall provide reasonable break time for nonexempt employees to express breast milk for her nursing child up to one year after the child's birth . In furtherance of this commitment, Cook County shall provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk. During this break time, employees are completely relieved from duty

A small refrigerator reserved for the specific storage of breast milk shall be made available. Any breast milk stored in the refrigerator must be labeled with the name of the employee and the date of expressing the breast milk. Any nonconforming products stored in the refrigerator may be disposed of. Employees storing milk in the refrigerator assume all responsibility for the safety of the milk and the risk of harm for any reason, including improper storage, refrigeration and tampering.

Nursing mothers wishing to use the breast feeding space must request/reserve it by contacting the HR Manager. Any additional rules shall be posted at the breastfeeding space.

Cook County shall not pay employees during this break time unless the county provides compensated breaks for other employees. Non-exempt employees are responsible for accurately noting breastfeeding break times on submitted time sheets.