

Mother Friendly Workplace

PBCCS recognizes that a normal and important role for mothers is to have the option and ability to express milk in the workplace. Employees must give notice of intent to express milk to the administrator. Unless otherwise agreed upon by PBCCS and the employee, PBCCS shall provide the employee a 30-minute rest period to express milk during each 4-hour work period, or the major part of a 4-hour work period, to be taken by the employee approximately in the middle of the work period. If feasible, the employee will take the rest period at the same time as the rest periods or meal periods provided by PBCCS.

PBCCS will make a reasonable effort to provide a location, other than a public restroom or toilet stall, in close proximity to the employee's work area, where an employee can express milk in private. "Close proximity" means within walking distance from the employee's work area that does not appreciably shorten the rest or meal period. If a private location is not within close proximity to the employee's work area, PBCCS may not include the time taken to travel to and from the location as part of the break period.

PBCCS must allow the employee to bring a cooler or other insulated food container to work for storing the expressed milk and ensure there is adequate space in the workplace to accommodate the employee's cooler or insulated food container. If PBCCS allows employees access to refrigeration for personal use, PBCCS may allow, but cannot require, an employee who expresses milk during work hours to use the available refrigeration to store the expressed milk.

This policy, including the list of designated locations, will be published in the employee handbook. A list of designated locations must be readily available upon request.

This policy only applies to employees who are expressing milk for children 18 months of age or younger.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)
[ORS 338.115](#)

[ORS 653.077](#)
[ORS 653.256](#)

[OAR 839-020-0051](#)