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## 2B-14 Lactation/Breastfeeding Breaks Policy

### Statement of Purpose

This policy establishes a “Mother-Friendly” employee worksite lactation support program at Reeves County in accordance with Texas Health and Safety Code § 165.003. The program provides a work environment that is supportive of lactating mothers and encourages breastfeeding of their children for up to one year or beyond following their birth. The benefits of the program are increased attendance due to less time lost for the care of sick children, reduced cost of insurance claims for sick children and mothers, reduced losses of institutional knowledge and turnover as a result of a mother opting not to return to work in order to breastfeed, and increased morale.

### Time and Leave

Work schedule and work pattern flexibility will be provided to accommodate a reasonable break time for an employee to express breastmilk for her nursing child or to breastfeed each time such employee has a need to express the milk or breastfeed, for up to one year after the child's birth.

### Facilities, Including Breastmilk Storage

Reeves County shall provide a private, accessible area, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, for the purpose of expressing breastmilk each time such employee needs to express the milk.

Employees shall be provided a clean, comfortable space for the purpose of milk expression.

A restroom shall not serve as the milk expression space.

The space shall be:

- Equipped with an electrical outlet.
- Close to the employee’s work area.
- Equipped with comfortable seating.
- Near a sink with hot water and soap for hand washing and cleaning equipment.

Employees may hygienically store their expressed milk in either their own personal insulated coolers with ice packs or in the employee break room refrigerator. As with any personal food item, handling and supervision of the expressed milk is the sole responsibility of the employee.

### Breastfeeding in Public Space

In accordance with Texas Health and Safety Code § 165.002 Reeves County recognizes that a mother is entitled to breastfeed her baby in any location in which the mother is authorized to be. Reeves County employees shall welcome clients/customers who are mothers who want to breastfeed. Signs may be posted in customer service areas to notify customers that private areas are available for breastfeeding. Mothers may also breastfeed in any location within the client/customer area. All staff members will support the needs of breastfeeding mothers in this regard.”