

## MOTHER FRIENDLY WORKPLACE

RSU 68 recognizes that a normal and important role for mothers is to have the option and ability to provide for their child by expressing milk in the workplace. The Board directs the Superintendent to take measures and develop procedures to ensure that all district employees shall be provided with an adequate location for the expression of milk.

The Superintendent shall see that the district makes a reasonable effort to provide a room or other location in close proximity to work areas, other than a restroom, where an employee can express milk in privacy. This policy directs the Superintendent to include the following in the development of a regulation to ensure the provisions for employees required by this policy.

1. Advice of a school nurse or health professional in determining the most reasonable facility
2. The plan shall include an accessible, private room with a lock that would allow a mother to:
  - a. Pump breast milk to be stored for later use;
  - b. Inclusion of electrical outlets for electric pumps;
  - c. Sanitation facilities, including a sink close by, for hand washing and the rinsing of containers;
  - d. A sign-up sheet and a sign posting the room as "private during use";
  - e. A flexible work schedule in consideration of the requirements of the staff member's responsibility;
  - f. Time allotted for this activity is not to exceed the normal time allowed for lunch and/or breaks.

The district shall provide the employee a 30-minute rest period to express milk during each four-hour work period, or the major part of a four-hour work period, to be taken by the employee approximately in the middle of the work period.

Legal Reference: 17 M.R.S.A. §604

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