

Expression of Milk or Breast-feed in the Workplace*

When possible an employee must give reasonable notice of the intent to express milk or breast-feed to the Business Manager. The public charter school shall provide the employee a reasonable rest period to express milk or breast-feed each time the employee has a need to express milk or breast-feed. If feasible, the employee will take the rest period at the same time as the rest periods or meal periods provided by the public charter school.

The public charter school 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 or breast-feed 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, the public charter school may not include the time taken to travel to and from the location as part of the break period.

The public charter school 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 the public charter school allows employees access to refrigeration for personal use, the public charter school 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 in the public charter school's central office.

This policy only applies to employees who are expressing milk or breast-feeding 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](#)