



Department: Human Resources
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ADMINISTRATIVE POLICY

The online version of this policy is official.
Therefore, all printed versions of this
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Break Time to Express Breast Milk

It is the policy of the Clarksville-Montgomery County School System (CMCSS) that employees who need to express breast milk for their infant children will be provided reasonable break time each day unless providing that break time would unduly disrupt CMCSS's operations. This break time may run concurrently with any break time already provided to such employee, or it may be scheduled at different times during the employee's work day. Any such reasonably necessary breaks will be compensated. CMCSS will make reasonable efforts to provide a room or other location, other than a bathroom stall, which is close to the work area for such employees to express breast milk in private.

Associated Documents: T.C.A. § 50-1-305 Break Time to Express Milk
Section 4027 of the Patient Protection and Affordable Care Act
Fair Labor Standards Act, 29 U.S.C. §207

Revision History:

<u>Date:</u>	<u>Rev.</u>	<u>Description of Revision:</u>
7/18/16		Initial Release

*** End of Policy ***