



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 child will be provided reasonable break time each day for up to one year after the child's birth. 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 workday.

The covered employee will be provided a place to express breast milk that is not a bathroom and is private and protected from intrusion by co-workers or the public.

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
PUMP for Nursing Mothers Act, P.L. 117-328

Revision History:

<u>Date:</u>	<u>Rev.</u>	<u>Description of Revision:</u>
7/18/16		Initial Release
4/18/23	A	Updated "nursing mother" to "covered employee" and "should" to "will". Updated associated document

***** End of Policy *****