

	<h1 style="color: blue;">City of Helena</h1> <h2 style="color: blue;">Personnel Policy</h2>	Policy number	10-4
		Original Adoption	02-09-87
		Revision #	7
		Last revision date	October 2015
<b>Section Title</b>	<b>General</b>		
<b>Subject</b>	<b>Breastfeeding Policy</b>		

Women returning from maternity leave who wish to continue breastfeeding or separate expression of milk for their child(ren) will be provided a private space (other than a toilet stall) with suitable lighting and electricity if necessary for pumping apparatus. The selection of the space will be made on a case-by-case basis in consultation with the employee.

Standard break times will be primarily utilized with additional time provided as needed. Breastfeeding time exceeding the city's standard break duration and frequency is unpaid. The employee may use annual leave or compensatory time for this purpose if necessary.

Additionally, the City will make every effort to provide suitable facilities for milk storage during the employees daily work period. All requirements listed in §39-2-215, 39-2-216 and 39-2-217, MCA, whether or not specifically listed here, will be complied with.