

EXHIBIT A



Policy 2.6 3.11			
Providing Urgent Maternal Protections for Nursing Mothers (PUMP) Act (NEW)			
<u>Effective Date:</u> 4/8/23	<u>Applicable Law/Statute:</u> 29 USC §218d	<u>Source Doc/Dept.:</u>	<u>Authorizing I.C. Sec:</u>
<u>Last Amended Date:</u> 11/12/24			

Providing Urgent Maternal Protections for Nursing Mothers (PUMP) Act 2.6 3.11

POLICY

It is the policy of DuPage County to comply with the requirements of the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP), relating to County programs, services, and facilities.

ELIGIBILITY

- All employees under County Board Jurisdiction regardless of employment status.

GUIDELINES

Employees will be provided with a private place, that is shielded from view and free from intrusion from co-workers and the public, to express breast milk. The room can be a designated space for lactation. If this is not practical or possible, a vacant office, conference room, or other small area can be used so long as it is not accessible or visible to the public or other employees while the nursing employee is using the room to express milk.

PROCEDURES

- A. For up to one year after the child's birth, any employee who is breastfeeding will be provided reasonable break times to express breast milk. The County has designated rooms for this purpose.
- B. Breaks of more than 20 minutes in length will be unpaid and recorded on timesheets where appropriate.

No employee shall be discriminated against for breastfeeding or expressing milk during the work period, and reasonable efforts will be made to assist employees in meeting their infant

feeding goals while at work.