

SPOKANE COUNTY FIRE DISTRICT 8

Standard Operating Procedures

10.04.27
LACTATION
ACCOMMODATION
PROCEDURE



Adopted: 12/20/16
Reviewed: 12/30/24
Revised: 12/30/24
Approved: LonnieJ Rash

Purpose: In recognition of the well documented health advantages of breastfeeding for infants and mothers, Spokane County Fire District 8 provides a supportive environment to enable breastfeeding employees to express their milk during work hours.

References: Fair Labor Standards Act

Procedure:

1. Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:
 - a) Milk Expression Breaks.
 - i. Breastfeeding employees are allowed reasonable break time to breastfeed or express milk during work hours as needed for two years after the child's birth.
 - b) A Place to Express Milk.
 - i. A private room (not a restroom) shall be available for employees to breastfeed or express milk. The room will be private and sanitary, located near a sink with running water for washing hands and rinsing out breast pump parts, and have an electrical outlet.
 - ii. Expressed milk can be stored in general use refrigerators at the station provided the containers are labeled.
2. Communication with Supervisors.
 - a) Employees who wish to express milk during the work period shall inform their supervisor of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the District.
 - b) Employees shall notify their supervisor before taking a Milk Expression Break so the supervisor can make arrangements to place the company in a "delay" status with Dispatch until the employee is back in service.
 - c) Once the Milk Expression Break has been completed, the employee shall notify their supervisor so the company can be returned to "in-service" status with Dispatch.