



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, U.S. ARMY GARRISON-YONGSAN  
UNIT # 15333  
APO, AP 96205-5333

IMYN-ZA

29 January 2015

**UNITED STATES ARMY GARRISON-YONGSAN (USAG-Y) POLICY 1-5**

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Garrison Policy re: Accommodation of Employees and Soldiers Nursing

**1. REFERENCES:**

- a. Section 7(r) of the Fair Labor Standards Act - Break Time for Nursing Mothers' Provision
- b. United States Army Public Health Command (USAPHC) Technical Guide 281, *A Guide to Female Soldier Readiness*, June 2010
- c. United States Army Public Health Command's Breastfeeding Resources at <http://phc.amedd.army.mil/topics/healthyliving/wh/Pages/BreastfeedingandBreastHealth.aspx>
- d. United States Office of Personnel Management (OPM), Guide for Establishing a Federal Nursing Mother's Program, January 2013

**2. PURPOSE:** To establish policy on the requirements to support mothers who desire to express breast milk during duty hours to accommodate nursing their children.

**3. DISCUSSION:** All forms of breastfeeding are widely accepted as the ideal form of nutrition for babies. Soldiers and US Civilian Employees of the Garrison may choose to continue breastfeeding their babies after returning to work from maternity leave. Garrison Leaders, Directors and Supervisors will discuss the options below with expectant mothers to ensure that facilities / procedures are in place to allow them to conveniently and safely express milk if they decide to continue breastfeeding after returning to work. The practice of expressing breast milk takes 10-15 minutes per event, with 2-3 events per day. The individual will usually be issued the breast pump equipment by the hospital. Individuals can use equipment at ACS, but must provide their own suction cups and bottles for collection.

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**4. POLICY:**

a. All Supervisors must provide reasonable break time (2-3 times per day) for a Soldier or Garrison employee to express milk during work hours to accommodate breastfeeding her nursing child for up to one year after the child's birth. Reasonable break time is 15-20 minutes per event. When breastfeeding stops, the employee is to notify the supervisor that the break time accommodation is no longer needed.

b. ACS has available space for US Civilian Employees and Soldiers to express breast milk. Those wishing to use this space because they cannot accommodate their breast pumping in their personal office space need to contact Army Community Service (ACS) Center (Building 4106 on South Post) to arrange for use of the space in ACS.

c. Each room designated for expressing breast milk shall be clean, quiet and free from intrusion by co-workers and the public. Bathrooms and latrine facilities shall not be used as designated rooms for breastfeeding.

d. Any room to be designated specifically for expressing breast milk to accommodate breastfeeding shall be inspected by the Public Health Nurse and receive authorization in writing by qualified medical personnel such as a Physician, Registered Nurse, or Physician's Assistant. This inspection and authorization shall be completed before the room is used for expressing breast milk for breastfeeding.

e. The point of contact for this policy is Vincent DiMaira, Family Advocacy Program Manager (FAPM) at DSN: 738-7790.



MARIA P. EOFF  
COL, LG  
Commanding

Distribution:

USAG Yongsan Garrison Directorates