



Cochise County Judicial System

Policy Title: Children in the Workplace and Nursing

Policy Number: 2007

Effective: March 1, 2021

Last Reviewed/Updated: February 22, 2021

I. Children in the Workplace

In the interest of safety and efficient customer service, employees are prohibited from bringing their children to the work place during scheduled working hours. In emergency situations, it is left to the discretion of the Department Director whether special accommodations can be made. Such accommodations shall not result in disruption to the workplace, loss of productivity, inconvenience to other employees, or in any way hinder service to the customer.

II. Nursing Policy

In compliance with the Patient Protection and Affordable Care Act (PPACA, P.L. 111-148, known as the Affordable Care Act), the Cochise County Judicial System (CCJS) is committed to supporting employees in their decision to continue nursing their baby while working, and to encourage nursing employees to avoid premature weaning. The PPACA amended Section 7 of the Fair Labor Standards Act (FLSA) to require employers to provide:

1. A reasonable break time for an employee to express breast milk for the nursing child for 1 (one) year after the child's birth each time such employee has need to express the milk; and
2. A place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

CCJS departments can consult with the Judicial Human Resources Director in determining the appropriateness of a place to be used for the purposes of this policy.

A. Off-Site Nursing

Should a nursing mother choose to nurse her child offsite, this will be done on her own time. This includes travelling to and from the child. The employee shall make prior arrangements with her direct supervisor before leaving the worksite.

B. Hours Flexibility

1. Flextime

Department Directors may provide flextime so that nursing mothers may leave the worksite to accommodate their child's feeding schedule. Flextime will allow Department Directors internal flexibility so that the department has all positions covered during hours of operation.

2. Part-Time Hours

Department Directors may authorize nursing mothers to return to work on a part-time basis following maternity leave until the employee can return to full-time work.