

MEMORANDUM OF AGREEMENT

Between AFGE Local 3254 and Grissom Air Reserve Base

NURSING MOTHERS IN FEDERAL EMPLOYMENT

When a federal employee at Grissom ARB, Indiana, is a nursing mother:

1. A lockable private room will be provided by the Agency for the purpose of the nursing mother to express breast milk. If the immediate supervisor cannot provide an appropriate space, then the Agency and the Union will find an agreeable location for the employee to express breast milk.
2. If the nursing mother is not on an Alternative Work Schedule (AWS), she will be offered an AWS in accordance with the Contract and 434ARWI 36-801.
3. The nursing mother will be free to express milk as frequently as needed on a reasonable basis.
4. If after 1 year the nursing mother still wants to express milk and it causes no reduction in productivity, or deters from the mission, she will be allowed to continue as needed. If the request is denied the Agency must show in writing how the Agency has been impacted.
5. STORAGE OF EXPRESSED MILK:
 - a. If the building or work center where a nursing mother works has a privately-owned refrigerator, the Agency cannot dictate what does or does not go into it. That is up to the refrigerator owner.
 - b. If there is a government-owned refrigerator in the work center or building and the nursing mother wants to store the breast milk in it, then she can do so. However, the breast milk must be stored in a rigid-sided, sealable, non-leaking container.
 - c. If a refrigerator is not available for the mother's use in the building (no government-owned refrigerator is located there, no privately-owned refrigerator is available or the owner thereof will not allow storage of breast milk in it, and the mother chooses not to bring in her own storage device or the mother does not want to store her breast milk in a refrigerator in the building), then the nursing mother may bring in her own storage method (e.g., a cooler or small refrigerator) for storing the expressed breast milk.

FOR AFGE LOCAL 3254

FOR MANAGEMENT

For AFGE March 29 2012
DUANE PARRY

Wesley S. Marion 29 March 2012
WESLEY S. MARION

Bobby Smith APR 12
BOBBY SMITH

Jacqueline Mantravadi 4 April 2012
JACQUELINE MANTRAVADI