



ALASKA NATIONAL GUARD INSTRUCTION

NGAK-HRO
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BREASTFEEDING AND LACTATION SUPPORT

References: See Enclosure A

1. Purpose. The purpose of this instruction is to establish guidelines and procedures to support personnel breastfeeding and expressing breast milk in accordance with the Public Law 111-148, Section 4207; Title 29 United States Code, Section 7 (r).
2. Superseded/Canceled. None.
3. Applicability. This instruction applies to Drill Status Guardsmen (DSG), Active Guard Reserve (AGR), federal civilian employees, contractors, Nondual Status (NDS) and Dual Status (DS) technicians.
4. Policy. It is the policy of the Alaska National Guard (AKNG) to provide breastfeeding and lactation support. Discrimination and harassment of breastfeeding mothers, in any form, is unacceptable and will not be tolerated at the AKNG. Breastfeeding and lactation support includes, but is not limited to the following:
 - a. Designating a private space, other than a restroom, with locking capabilities for personnel to breastfeed or express breast milk. This space must provide the following amenities:
 - i. A place to sit.
 - ii. A flat surface other than the floor to place the pump on.
 - iii. An electrical outlet.
 - iv. Access to a safe water sources within a reasonable distance from the lactation space.
 - b. Ensuring personnel a reasonable amount of time to express breast milk.

c. Providing lactation breaks for personnel for at least one year after the child's birth.

5. Definitions. None.

6. Responsibilities.

a. The Adjutant General (TAG).

i. Establishes policy and procedure in order to meet federal and state law, as well as applicable service regulations regarding breastfeeding and lactation support.

ii. Ensure commanders and supervisors adhere to requirements described in this instruction.

b. Commanders and supervisors. Commanders and supervisors are responsible for the following:

i. Working with breastfeeding personnel to devise a pumping schedule that is sensitive to personnel's individual lactating needs. The time required to express breast milk varies and depends on several factors, including the age of the infant, amount of milk produced, quality of the pump, and distance the pumping location is from the workplace, as well as how conveniently located the water source is from the pump location.

ii. Counseling pregnant personnel as required by service regulations.

iii. During field training, mobility exercises, and deployments; commanders will:

1. Permit the same time and space to express and discard breast milk with the intent to maintain physiological capability for lactation.

2. Work with the supporting medical officer to determine whether milk storage and/or transportation will be feasible.

3. Counsel personnel to discuss the potential risks and benefits of storing milk during the field training or mobility exercise with their medical provider.

c. Personnel. Personnel who want to breastfeed upon their return to duty are responsible for the following:

- i. Notifying chain of command as soon as possible, allowing commanders to determine how to best support personnel and ensure a workplace with appropriate space for expressing milk.
- ii. Supplying equipment needed to pump and store breast milk. Employees may hygienically store their expressed milk in their own personal insulated coolers with ice packs.
- iii. Breastfeeding employees are responsible for keeping the room clean and sanitary for the next user. This responsibility extends to other areas where expressing milk occurs.
- iv. In the event of field exercises, mobility training, and deployment; deciding in consultation with medical provider whether to attempt to continue breastfeeding and/or pumping breast milk.

7. Summary of Changes. None.

8. Releasability. This manual is approved for public release and is available on the AKNG Human Resource Office website.

9. Effective Date. This instruction is effective upon publication.

FOR THE ADJUTANT GENERAL:



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Enclosure:

A - References

ENCLOSURE A

REFERENCES

- References:
- a. United States Office of Personnel Management, Issuance – Type – Memorandum, 2 December 2010, “Nursing Mothers in Federal Employment”
 - b. Title 29 United States Code, Section 7(r)
 - c. Patient Protection and Affordable Care Act, Public Law 111-148, Section 4207
 - d. U.S. Department of Labor, Fact Sheet on Break Time for Nursing Mothers under FLSA
 - e. Army Directive 2015-43, 10 November 2015, “Revised Breastfeeding and Lactation Support Policy”
 - f. Department of Defense Instruction number 6060.06, 5 August 2014, “Child Development Programs (CDPs)”
 - g. Air Force Instruction 44-102, 17 March 2015, “Medical Care Management”