



**OFFICE OF THE ADJUTANT GENERAL
789 Vermont National Guard Road
Colchester, Vermont 05446-3099**

NGVT-HRO

19 September 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Joint Policy Memorandum (NGVT-JP-01), Breastmilk Expression Support Policy

References.

- a. Army Directive 2015-37 (Breastfeeding and Lactation Support Policy) 29 September 2015
 - b. The Fair Labor Standards Act of 1938 United States Code, Title 29, §207 May 2011
 - c. Vermont Statutes Annotated, Title 21, § 305
 - d. AFI-44-102, Medical Care Management, 17 March 2015
 - e. Technical Guide 281, June 2010
2. Purpose. Commanders and supervisors provide time and resource accommodations for employees who must express breastmilk to nurture the newborn child. Employees may access this accommodation for at least one year after the birth of the child.
3. This policy is effective when signed. All previous versions are obsolete.
4. Applicability. This policy applies to all VTNG employees. The term employees is used to cover Service Members, Federal Technicians (dual and non-dual) and state technicians that work in any facility controlled by the VT National Guard (VTNG).
5. Policy.
- a. Where possible, VTNG will provide permanent nursing stations. For locations without permanent nursing stations, Commanders and Supervisors must designate a temporary nursing station according to the following parameters:

NGVT-HRO

SUBJECT: Joint Policy Memorandum (NGVT-JP-01), Breastmilk Expression Support Policy

(1) Shielded from view, free from intrusion, dedicated and available for use when needed. The Commander and supervisor in coordination with the employee determine schedules.

(2) Include an accessible electrical outlet, seating with table and a sink in or near the designated area for personal sanitation and cleansing of the breast pump.

(3) Commanders and supervisors provide sufficient refrigeration on site for the storage of breastmilk.

b. The employee provides all necessary equipment, with the exception of refrigeration, for the purpose of this policy.

c. If Commanders and supervisors designate a space within a restroom, the restroom must contain a designated, fully enclosed, separate area. Commanders and Supervisors may not designate a bathroom stall for this function.

d. Service Members who must express breastmilk will remain eligible for field training and mobility exercises. Commanders provide reasonable time and resource accommodations for expressing breastmilk. If such will substantially disrupt field operations, Commanders must seek JAG guidance to obtain an exemption to policy.

6. POC is J. Scott Detweiler, State Equal Employment Manager: (802)-338-3148, john.s.detweiler.mil@mail.mil.


GREGORY C. KNIGHT
Brigadier General
The Adjutant General

DISTRIBUTION:

A