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

NGVT-HRO (1oo) 26 February 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Joint Policy Memorandum (J2021-06), Breastmilk Expression Support Policy

1. References.

a. AR 600-20, Army Command Policy, 24 July 2020

b. Section 7 of the Fair Labor Standards Act of 1938 (29 U.S.C. 207)

c. Vermont Statutes Annotated, Title 21, § 305

d. AFGM 2020-36-01, Establishing Requirement of Lactation Rooms for Nursing Mothers, 14 August 2020

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 Vermont National Guard (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 VTNG.

5. Policy.

a. An employee who wants to breastfeed upon return to duty will notify their chain of command as soon as possible. This notification allows commanders to determine how to best support the employee and ensure a workplace with appropriate space for expressing milk.

b. Where possible, the VTNG will provide permanent nursing stations. For locations without permanent nursing stations, Commanders and supervisors must designate a temporary nursing station that is:

1) Shielded from view; free from intrusion; capable of being locked; free from general storage, and dedicated and available for use when needed. The employee and the Commander (or supervisor) will work together to determine appropriate schedules for use of the temporary nursing station.

2) Accessible to electrical outlets; equipped with seating and a table; near a sink for personal sanitation and cleansing of the breast pump.

3) Equipped with sufficient on-site refrigeration for the storage of breastmilk.

c. The employee will provide all necessary equipment, with the exception of refrigeration, for the purpose of this policy.

d. The designated space cannot be a restroom.

e. Service Members who must express breastmilk will remain eligible for field training and mobility exercises. Commanders must understand that each person's situation is unique. As such, the Commander shall provide adequate time, resources, and accommodations for expressing breastmilk based on that person's needs. If such accommodations substantially disrupt field operations, Commanders must seek JAG guidance to obtain an exemption to this policy.

6. POC is Duffy Jamieson, State Equal Employment Manager: (802) 338-3148, duffy.w.jamieson.civ@mail.mil.

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GREGORY C. KNIGHT
Major General
The Adjutant General

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