

Part 301 - Nursing Mother's Guide

301.0 Purpose

To provide guidance to NRCS employees on expressing milk in the field.

301.1 Background

President Obama delegated authority to the Office of Personnel Management (OPM) to establish guidance to agencies to support employees in the workplace who are nursing mothers. The USDA embraced this concept in the January edition (Volume 1, Issue 3) of My USDA in an article entitled, "Special Delivery: New Guidance for Nursing Mothers." Through the publication, [Ways for NRCS Employees to Express Milk in the "Field" Workplace](#), NRCS is providing specific guidance for employees who are nursing mothers, coworkers, and their supervisors. The agency is authorized by Section 4207 of the Patient Protection and Affordable Care Act (ACA), Public Law 111- 148, and subsection (r) to section 7 of the Fair Labor Standards Act of 1938 (FLSA) (codified as amended at 29 U.S.C. Section 207) to develop this guidance.

301.2 Explanation

New working mothers at NRCS are encouraged to return to work with the knowledge that our agency supports them as they provide for their families and continue to provide assistance to our customers on being good stewards of the land. We can help employees in this endeavor by implementing policies and guidance that improve work-life balance and support the decisions that working nursing mothers make to provide high quality nutrition for their babies. I encourage all employees to read the attached document and fully support employees who are nursing mothers. It makes good business sense to take care of our employees who are nursing mothers in the workplace and NRCS is strongly committed to do so.

301.3 Contact

Inquiries may be directed to the National Federal Women's Program Manager in the Outreach and Advocacy Division.