
**STOREY COUNTY ADMINISTRATIVE
POLICIES AND PROCEDURES**

NUMBER: 612
EFFECTIVE DATE: 08/03/10
REVISED: 12/15/16
01/02/18
AUTHORITY: BOC
COUNTY MANAGER: PAW

SUBJECT: LEAVE FOR NURSING MOTHERS

I. Policy:

As required by federal law, NRS 281, and the Nevada Pregnant Workers' Fairness Act, the employer will provide paid or unpaid reasonable breaks each time an employee needs to express breast milk for her nursing infant who is up to one-year old. Employees may elect to use their paid break times for this purpose. The employer will furnish a private space, other than a bathroom, that is reasonably free from dirt or pollution, protected from the view of others and free from intrusion by others where the employee may express breast milk.

If complying with this policy will cause an undue hardship for the employer considering the size, financial resources, nature, and structure of the public body, the employer may meet with the employee to agree upon a reasonable alternative. If the parties are not able to reach an agreement, the employer may require the employee to accept a reasonable alternative selected by the employer.

An employee who does not agree with the determination of the employer may file a complaint with the Local Government Employee Relations Board.

II. Prohibition Against Retaliation

The employer will not tolerate any retaliation by management or by any other employee against an employee who exercises his/her rights under this policy. Any employee who believes s/he has been retaliated or discriminated against in any manner whatsoever should immediately notify the EEO Officer or the alternate. The employer will promptly investigate and deal appropriately with any allegation of retaliation.

III. RESPONSIBILITY FOR REVIEW: The Personnel Director and/or Administrative Officer will review this policy every 5 years or sooner if necessary.