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APVG-CG

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U.S. Army Hawaii Policy Letter #16 – Nursing Mothers

1. References.

- a. 29 U.S. Code § 207(r).
- b. Department of Defense (DoD) Instruction 1342.19, Family Care Plans, 7 May 2010.
- c. United States Office of Personnel Management (OPM), Guide for Establishing a Federal Nursing Mother's Program, January 2013.
- d. United States Army Public Health Command (USAPHC) Technical Guide 281, A Guide to Female Soldier Readiness, June 2010.
- e. United States Army Pacific (USARPAC) Nursing Mothers Policy, Policy Memorandum 15-05, 14 May 2015.
- f. USARPAC Policy Memorandum Installation-1, Discipline, Law, and Order, 21 January 2012.

2. Purpose. To establish a policy to support mothers who desire to express milk or breastfeed during duty hours and provide guidance for use of government facilities.

3. Applicability. This policy applies to all Soldiers, Civilians, Family Members, and other personnel who work on, reside on, or visit U.S. Army Hawaii (USARHAW) facilities.

4. Discussion. All Commanders will ensure all nursing mothers on USARHAW installations have adequate facilities and reasonable time periods to breastfeed their children and/or express breast milk in compliance with federal laws and installation policies.

5. Policy.

- a. Female Soldiers and DA Civilians have the option to continue breastfeeding their babies after they return from maternity leave. If they so choose, commanders must:

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(1) Provide a reasonable break time for a Soldier/DA Civilian to express breast milk for her nursing child for one year after the child's birth each time such person has need to express milk.

(2) Provide a clean, quiet, private area, in both garrison and field environments, which are shielded from view and free from intrusions from coworkers and the public, to be used by a Soldier or employee to express breast milk. The room should provide access to electricity, good lighting, proper ventilation, and a place to sit (other than the floor) with a flat surface. Bathroom and latrine facilities will not be used.

(3) Provide information per USAPHC Technical Guide 281 to expectant/nursing mothers. This should include information pertaining to the time and space available for expressing milk as well as any additional medical and lactation support resources available.

(a) Incorporate options for enlisted Soldiers into the mandatory pregnancy counseling under Chapter 8 of Army Regulation (AR) 635-200, Active Duty Enlisted Administrative Separations.

(b) Incorporate options for officers into the mandatory pregnancy counseling under Chapters 2 and 3 of AR 600-8-24, Officer Transfers and Discharges.

(4) Develop a written support plan if the Soldier/DA Civilian desires to express milk during the duty day. This may be established as a standing operating procedure within a command.

(5) Commanders may create broader support programs and designate government facilities to enable their support programs.

(6) If field training exercises require the Soldier to remain away from home station, a Soldier that is four months or less postpartum may receive a deferment from duty away from home station IAW DoDI 1342.19.

b. For all nursing mothers on USARHAW installations, other than in the situations described in paragraph 5(a) above:

(1) Federal law authorizes women to breastfeed their children at any location in a federal building or on federal property, provided that they are otherwise entitled and authorized to be present at the location.

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(2) Mothers may breastfeed their children in public spaces or in public buildings on USARHAW installations. Nursing mothers will not be subject to harassment, ridicule, or intimidation. Any individual who becomes disruptive, non-compliant, or otherwise engages in similar uncooperative behavior will be asked to leave the facility or area. Multiple disruptions may result in loss of facility access privileges.

6. This memorandum supersedes USARHAW Policy Letter #18, dated 17 June 2015 and remains in effect until superseded or rescinded in writing.

7. The point of contact for this memorandum is LTC Ross A. Witters, 25th Infantry Division Surgeon, at (808) 655-4113 or ross.a.witters.mil@mail.mil.



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Commanding

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