



DEPARTMENT OF THE ARMY
UNITED STATES ARMY JAPAN
UNIT 45005
APO AREA PACIFIC 96343-5005

REPLY TO
ATTENTION OF:

APAJ-GA

20 May 2016

COMMAND POLICY MEMORANDUM 16-05

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SUBJECT: US Army Japan (USARJ) Breastfeeding and Lactation (BF&L) Policy

1. References.

a. Army Directive 2015-43, Revised Breastfeeding and Lactation Support Policy, 10 November 2015.

b. Master Labor Contract, DA-92-557-FEC-28000, 1 October 1957.

c. Indirect Hire Agreement, DA-92-557-FEC-29000, 25 January 1972.

d. Army Regulation (AR) 600-8-24, Officer Transfers and Discharges, 12 April 2006.

e. AR 600-20, Army Command Policy, 6 November 2014.

f. AR 635-200, Active Duty Enlisted Administrative Separations, 6 June 2005.

2. Purpose. To establish a "Mother-Friendly" employee worksite lactation support program in accordance with Army Directive 2015-43, Section 4207 of the Patient Protection and Affordable Care Act, and the Fair Labor Standards Act of 1938.

3. Applicability. This policy applies to all USARJ staff directorates, subordinate commands, other units and activities operating within the USARJ area of responsibility and for which USARJ is the Executive Agent.

4. Point of Contact for this policy is Colleen E. Madrazo, USARJ Well-Being and Quality of Life Specialist, HR Directorate at 315-263-3567 or colleen.e.madrazo.civ@mail.mil.

Encl
BF&L Program


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USARJ BF&L PROGRAM

1. Discussion:

a. The BF&L program provides a work environment that is supportive of lactating mothers and encourages breastfeeding of their children for up to one year of age or beyond.

b. According to the Department of Health and Human Services, "The Business Case for Breastfeeding", the benefits of a BF&L support program are:

- 1) Increased attendance due to less time for care of sick children.
- 2) Reduced cost of insurance claims for sick children and mothers.
- 3) Increased morale

c. Female Soldiers, DA Civilians (DAC), and Local National (LN) employees have the option of choosing to continue breastfeeding their babies after they return from maternity leave. Mothers who want 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 mother and ensure a workplace with appropriate space for expressing milk. Lactation support, including counseling and equipment, is available through military treatment facilities and TRICARE.

2. Policy.

a. Breastfeeding females are afforded the opportunity to pump breastmilk every 2-3 hours for 30 to 40 minutes during a normal eight (8) hour workday. The amount of time needed to express milk is very individualized and the time needed may vary. In general, mothers will need to pump less frequently as the baby gets older. Upon request a LN employee nursing a baby less than one year old, will be provided a 30-minute nursing period twice a day during normal duty hours. Nursing is authorized and regarded as regularly scheduled work hours duty served.

b. Soldiers who are breastfeeding or expressing milk remain eligible for field training, mobility exercises, and deployment (after completing their postpartum deployment deferment period). If the Soldier (or designated personnel) cannot transport expressed milk to garrison, the Soldier's commander will permit her the same time and space to express and discard her breast milk with the intent to maintain physiological capability for lactation.

c. Soldiers and DAC, expectant/nursing mothers will be provided information, per USAPHC Technical Guide 281, including details pertaining to the time and space available for expressing milk as well as any available additional medical and lactation support resources available.

d. For LN employees, expectant/nursing mothers will be provided a copy of this policy, including information pertaining to the time and space available for expressing milk.

3. Responsibilities:

a. Commanders will:

(1) Designate a clean, quiet, private area, in both garrison and field environments that is shielded from view and free from intrusion from coworkers and the public, to be used by a Soldier or employee to express breast milk. The room should provide access to electricity as well as good lighting/proper ventilation and a place to sit (other than the floor) with a flat surface. Bathrooms and latrine facilities will not be used.

(2) Incorporate lactating/breastfeeding options for Enlisted Soldiers into the mandatory pregnancy counseling under Chapter 8 of AR 635-200, Active Duty Enlisted Administrative Separations.

(3) Incorporate lactating/breastfeeding 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/DAC/LN 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) During field training and mobility exercises, commanders will provide private space for Soldiers to express milk.

(7) Coordinate with the supporting medical officer to determine whether milk storage and/or transportation will be feasible during the exercise.

(8) Commanders will counsel Soldiers to discuss the potential risks/benefits of storing milk during field training and mobility exercises with their medical provider.

b. Soldiers must supply the equipment needed to pump and store their breastmilk. TRICARE covers the purchase of breast pump and accessories.