



Sample Contract Language

Local associations can bargain with local school boards about issues like pay and working conditions, including terms for breastfeeding employees.

For example, state law requires school districts to “make a reasonable effort to provide a private, secure and sanitary room or other location” for nursing mothers to pump. A local association could bargain the rights to require that space.

Here’s a look at some sample contract language negotiated by the Putnam City Association of Classroom Teachers:

ARTICLE IV: GENERAL CONDITIONS OF EMPLOYMENT

SECTION 16: Breastfeeding

The District will provide a private, secure and sanitary location for any teacher who is lactating to express her milk or breastfeed her child. Teachers may utilize any break time provided by the District and will not lose any pay as a result.

Does your local association have contract language about nursing employees? Please share! Send your language to Carrie Jacobs at cjacobs@okea.org.

