

Memorandum of Understanding

This is a Memorandum of Understanding (MOU) between the parties, FCI Seagoville (management) and A.F.G.E. Local 1637 (Union). This Memorandum of Understanding regards procedures for Nursing Mothers Program at FCI Seagoville.

1. Management will provide a space other than a bathroom, that is shielded from view and free from intrusion from coworkers, inmates and the public which may be used by the employee to express breast milk.
2. The Nursing Mothers room has been designated in Building 9, in the office adjacent from the Lieutenants Office.
3. Two keys will be placed inside the FCI Control Center for issue to the Nursing Mothers room. Additionally there will be keys placed on Compound #1, and Compound #2 key rings for the room.
4. Nursing Mothers will be granted compensated breaks of up to forty-five (45) minutes, twice a day, to express milk. If additional time is needed, the staff member may request Sick Leave, Annual Leave, or Leave Without Pay may be granted.
5. The space will be available twenty-four (24) hours a day, seven (7) days a week, as needed. The space will be able to be locked from the inside (which still allows entry form Emergency Response Personnel). If there is no employee with a need to express breast milk, the then the agency would not have an obligation to provide a space.
6. The space will have the following but not limited to:
 - Comfortable seating
 - Comfortable temperature
 - Half-length mirror to allow mothers to check/adjust their clothing before leaving the nursing mother's room
 - Clock
 - Table or desk
 - A posted sign-up sheet located inside the Nursing Mothers Room
 - Blinds for both windows
 - A "DO NOT DISTURB" sign to place on the outside of the door while they express milk
 - Computer with printer
7. The space will be accessible to the following
 - Sink with hot and cold running water
 - Microwave
 - Refrigerator

G. Rosalez, A/W FCI Seagovile

J. Bienemy, Union President
