



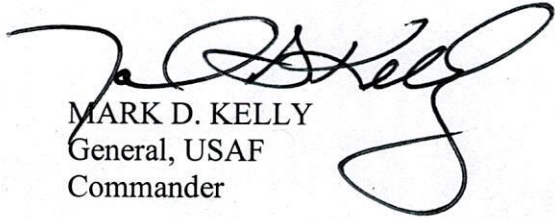
DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR COMBAT COMMAND

OFFICE OF THE COMMANDER
205 DODD BOULEVARD, SUITE 200
JOINT BASE LANGLEY-EUSTIS VA 23665-2788

MEMORANDUM FOR ALL ACC

SUBJECT: Air Combat Command Civilian Nursing Mothers Policy

1. In accordance with DODI1400.25V610_AFI36-807 *HOURS OF WORK AND HOLIDAY OBSERVANCES* supervisors must provide a reasonable break time for nursing mothers to express breast milk. The frequency of breaks, as well as the duration of each break, vary according to the needs of the individual employee and mission requirements.
2. DODI1400.25V610_AFI36-807 4.b.(5).(b). states organizations may, but are not required to, compensate for breaks taken under this provision. In a continued emphasis to remain committed to women's health as a core component of a ready force, I have determined all ACC organizations will compensate civilian employees for breaks taken to express milk for up to one (1) year after the child's birth. Additionally, civilian employees will be provided a space to express milk as outlined in the AFGM2020-36-01 *Establishing Requirements of Lactation Rooms for Nursing Mothers*.
3. This policy demonstrates our ability to connect and support our Airmen and families in the workplace. Additionally, it provides a number of benefits to the employer to include increased productivity, organizational loyalty, job satisfaction, and employee retention.
4. Please direct any questions regarding this memorandum to our headquarters point of contact, Ms. Laura Hanks, HQ ACC/A1KC, 574-5466.


MARK D. KELLY
General, USAF
Commander

JUN 04 2021