



NEW MEXICO CORRECTIONS DEPARTMENT

Secretary
Alisha Tafoya Lucero

CD-036300 Employee Health Screening and Nursing Mother Break Time	Issued: 01/01/89 Effective: 01/01/89	Reviewed: 4/24/26 Revised: 09/12/23
Alisha Tafoya Lucero, Cabinet Secretary		<i>Original Signed and Kept on File</i>

AUTHORITY:

NMSA 1978, Section 33-1-6, as amended.

REFERENCES:

- A. ACA Standard 2-CO-1C-19, *Manual of Standards for the Administration of Correctional Agencies*, 2nd Edition.
- B. ACA Expected Practice 5-ACI-1C-15, *Performance Based Standards and Expected Practices for Adult Correctional Institutions*, 5th Edition.
- C. *NCCHC-Standards for Health Services in Prisons*, #P-22, P-40.
- D. *JCAHO Accreditation Manual for Hospitals*, 1988, MA.1.6.
- E. NMSA 1978, Section 28-20-2, as amended.

PURPOSE:

To delineate the provision of medical care to the New Mexico Corrections Department employees and independent contractors.

APPLICABILITY:

New Mexico Corrections Department employees and independent contractors.

DEFINITION:

Emergency: A medical condition or problem in which a delay will jeopardize the life or safety of the patient.

POLICY:

- A. Employees who have direct contact with inmates shall receive a physical examination prior to job assignment. All other employees shall receive a medical screening prior to job assignment. Employees receive reexamination according to a defined need or schedule. [2-CO-1C-19] [5-ACI-1C-15]
- B. The New Mexico Corrections Department, through the medical vendor for the NMCD, will provide medical services to employees and contract employees as outlined below:
 - Emergency services.
 - Triage and referral of non-emergency complaints.

- C. To foster the ability of a nursing mother who is an employee, volunteer, private or public employee of other agencies/companies doing work for the department, or contractor hired directly by the department, to use a breast pump in the workplace, the Department shall provide the following upon request:
1. A space for using a breast pump that is:
 - a. clean and private;
 - b. near the employee or person's workspace; and
 - c. not a bathroom.
 2. Flexible break times.
 3. The Department shall not be liable for:
 - a. storage or refrigeration of breast milk;
 - b. payment for a nursing mother's break time in addition to established employee or other designated breaks; or
 - c. payment of overtime while a nursing mother is using a breast pump.