

# Direction on City Lactation Facilities

July 2, 2019



# Labor Code 1031

- Requires an employer to make reasonable effort to provide an employee with the use of a room or other location, other than a bathroom, in close proximity to the employee work area , for the employee to express milk.
- City complies with Labor Code 1031 but does not have permanent lactation rooms
- Human Resources has also drafted a policy that states lactation rooms must have electrical outlets, be clean and provide comfortable seating
- Since 2015, there have been 15 employees eligible for maternity leave



# Direction for Staff - Alternatives

- A. The City continues to use existing facilities;
- B. The City continues to use existing facilities but also purchases lactation pod for City Hall or other location

