

REVISED LEGISLATIVE DIGEST
(Amended in Committee, 7/14/2016)

[Administrative Code - Lactation in the Workplace Policy]

Ordinance amending the Administrative Code to require the Department of Human Resources to develop a Lactation in the Workplace Policy for all City departments.

Existing Law

There is no existing requirement that the City have a policy for its employees regarding lactation in the workplace. Federal and state law require all employers to provide nursing mothers reasonable break time to express milk and a private place to do so.

Amendments to Current Law

This ordinance will require the Department of Human Resources (“DHR”) to create a Lactation in the Workplace Policy for all City departments to accommodate and facilitate nursing mothers’ return to work following the birth of a child. The ordinance sets out minimum standards for the Policy and delegates to DHR the authority to impose other requirements consistent with the ordinance. The City Policy will address breaks for lactation, space for lactation in existing workplaces, and space for lactation in new or renovated City workplaces. DHR may require or permit any City department to create its own department-specific policy to address the particular situation of employees in a department. The ordinance also requires DHR to create a website and informational materials regarding lactation and breastfeeding.

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