



Santa Barbara Countywide Policy Manual

Subject/Title: Breastfeeding Friendly Workplace and Lactation Accommodation Policy	Number: 2.1.3
Responsible Department: Human Resources	Dept. Reference: N/A
Approved by: Board of Supervisors	
Original Policy: 10/7/08 Revisions:	
Meet and Confer Obligations: Circulated to all recognized employee organizations on 8/21/20.	
Scope of Application: This policy applies to all County departments and employees.	

POLICY

The County of Santa Barbara is a breastfeeding friendly workplace for new parents (including adoption) who choose to breastfeed. All supervisors will support an employee's choice to breastfeed or pump breast milk. County department directors, supervisors, or their designees have the option to allow infants to be brought to the lactation sites for the sole purpose of breastfeeding if it can be done without disrupting the workplace. All employees have a right to request lactation accommodation as described in the process below.

The County expects that an atmosphere of tolerance regarding breastfeeding in the workplace is maintained at all times. Breastfeeding should not constitute a source of discrimination in employment or in access to employment. It is unlawful to discriminate or retaliate against an employee for exercising or attempting to exercise any right protected by this Policy.

PURPOSE

In January 2020, SB142 went into effect, strengthening the original lactation accommodation law from 2002.

The American Academy of Pediatrics recommends infants be fed exclusively breastmilk for the first 6 months of life and to continue breastfeeding up to at least 1 year of age. Infants who are not breastfed are at risk of becoming sick more often and are at risk of having diabetes, obesity, and increased risk of heart disease later on in life. In addition, mothers who do not breastfeed may have more postpartum bleeding, increased risk of breast and ovarian cancers, and may have more heart disease, stroke, and diabetes.

Employer support is critical for successful breastfeeding and breastfeeding support can be a powerful contributor to worksite wellness.

Helping women continue breastfeeding after they return to the workplace may result in:

- Less employee absenteeism and turnover
- Faster return from maternity leave
- Reduced overtime or temporary worker costs
- Lower utilization of employee health care benefits (Breastfed infants are healthier)
- Improved employee morale and loyalty
- Improved image as family-friendly
- Improved recruiting for personnel
- Greater profitability for employers
- Lower health care cost

Procedure

1. Notification of Policy
 - a. All Santa Barbara County employees (including full or part-time, extra help, contract, interns or volunteers for the County) will be notified upon hire and during employee orientation that the County has a Breastfeeding Friendly Workplace and Lactation Accommodation policy.
 - b. All employees inquiring about maternity leave benefits will be reminded of the County's Breastfeeding Friendly Workplace and Lactation Policy and procedures.
 - c. The Lactation Accommodation Policy must be made available to all employees upon request and when inquiring about parental leave.

2. Break time
 - a. The County shall provide a reasonable amount of break time to accommodate an employee desiring to express breast milk at each time the employee needs to express milk.
 - b. The break time shall, if possible, run concurrently with any break time already provided to the employee. Break time for an employee that does not run concurrently with the

break time authorized for the employee shall be unpaid. However, a minimum of two fifteen minute paid breaks shall be provided.

- c. Employees requesting lactation accommodation shall work with their direct supervisor to develop a lactation plan for when they return to work and shall complete the attached **Lactation Accommodation Request**.

3. Lactation locations

- a. The County shall provide an employee with the use of a room or other location for the employee to express milk in private.
- b. All departments shall display a poster at all work sites indicating the locations of lactation rooms.
- c. The room or location may include the place where the employee normally works if it otherwise meets the requirements of this section:
- d. A lactation room **shall not be a bathroom** and shall be in close proximity to the employee's work area, shielded from view, and free from intrusion while the employee is expressing milk.
- e. A lactation room or location shall comply with all of the following requirements:
 - i. Be safe, clean, and free of hazardous materials.
 - ii. Contain a surface to place a breast pump and personal items.
 - iii. Contain a place to sit.
 - iv. Have access to electricity or alternative devices, including, but not limited to, extension cords or charging stations, needed to operate an electric or battery-powered breast pump.
- f. The County shall provide access to a sink with running water and a refrigerator suitable for storing milk in close proximity to the employee's workspace. If a refrigerator cannot be provided, the County may provide another cooling devices suitable for storing milk, such as a department-provided cooler.
- g. If a multipurpose room is used for lactation, the use of the room for lactation shall take precedence over all other uses for the time period it is used to pump or breastfeed.
- h. If special arrangements are needed in multi-tenant or multi-occupant buildings, contact the Breastfeeding Coordinator at 805-681-5276.

4. Complaint Process

- a. Employees denied lactation accommodation shall receive a written response from the County.
- b. Employees may report a violation of this Policy by filing a complaint with the California Labor Commissioner's field enforcement unit.

References

1. California SB 142 (Effective 1/1/2020)
http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201920200SB142
2. California Breastfeeding Coalition <http://californiabreastfeeding.org/13771-2/>

3. The Business Case for Breastfeeding by the US Department of Health and Human Services
<https://www.womenshealth.gov/breastfeeding/breastfeeding-home-work-and-public/breastfeeding-and-going-back-work/business-case>
4. AAP Breastfeeding and the Use of Human Milk
<https://pediatrics.aappublications.org/content/129/3/e827>
5. WHO Breastfeeding Recommendations on Breastfeeding https://www.who.int/health-topics/breastfeeding#tab=tab_1
6. California Labor Code CHAPTER 3.8. Lactation Accommodation [1030 - 1034] (*Chapter 3.8 added by Stats. 2001, Ch. 821, Sec. 1.*) (Jan 2002- Original County Lactation Policy & Procedure 6/17/08)
http://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=LAB§ionNum=1030
7. Federal Law (FLSA) 29 U.S.C § 207(r) <https://www.dol.gov/agencies/whd/nursing-mothers/law>

Attachments

1. Lactation Accommodation Request Form
2. Poster-Public Health
3. Poster-General County of Santa Barbara



County of Santa Barbara
Lactation Accommodation Request

Employee ID _____
Employee's Name _____ Department _____
Title _____ Date of Request _____

The County provides two paid 15 minute lactation breaks which run concurrently with any breaktime already provided. Additional time is unpaid.

List requested lactation schedule below:

First Break: Approximate time of day: _____ Duration: _____
 Location: _____
 Approximate walking time: _____

Second Break: Approximate time of day: _____ Duration: _____
 Location: _____
 Approximate walking time: _____

Additional Unpaid Break(s): _____ Duration: _____
 Location: _____
 Approximate walking time: _____

(Reasonable walking time may be paid for the first and second breaks in order to provide at least 15 minutes lactation time per break.)

I hereby acknowledge requesting Lactation Accommodation and I agree to comply with the terms and conditions of the Breastfeeding Friendly Workplace and Lactation Accommodation Policy. I understand that I will notify my direct supervisor and/or manager in writing to request a change and as soon as I do not require a lactation accommodation.

Employee's Signature

Date

Approval Signature

Supervisor

Date

Division Manager

Date

NOTE: A copy of the approved lactation request must be given to the employee and supervisor. The original shall be retained by the Department.

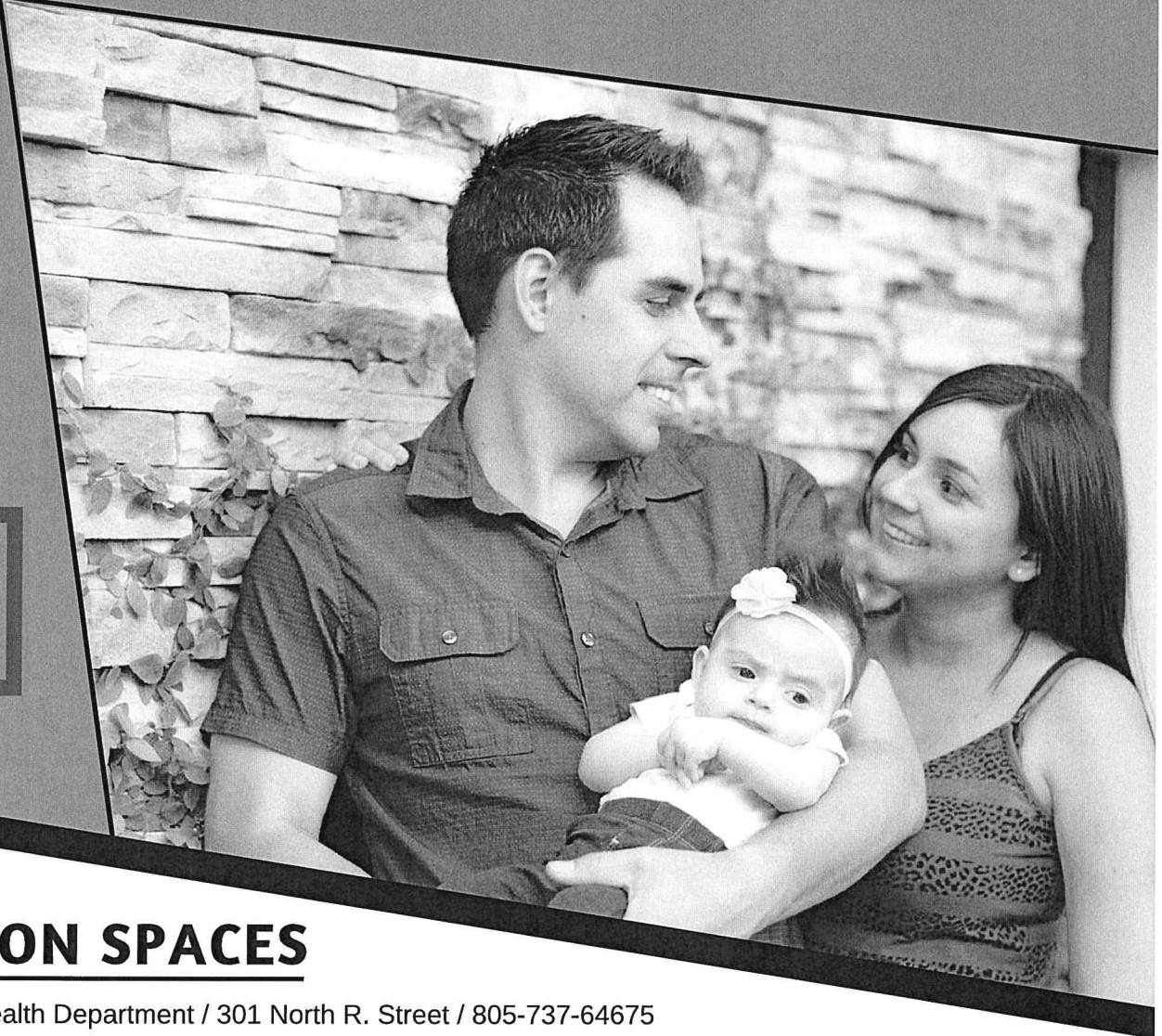
BREASTFEEDING

Friendly Place to Work

LACTATION SPACES

for working moms who are expressing breastmilk are located around the County.

OVER 20 HOSPITAL GRADE PUMPS TO LOAN TO PHD EMPLOYEES



LACTATION SPACES

- Lompoc / Public Health Department / 301 North R. Street / 805-737-64675
- Santa Barbara / Administration / 2nd Floor 105 East Anapamu Street / 805-568-2570
- Santa Barbara / Administration / 3rd Floor 105 East Anapamu Street / 805-568-2100
- Santa Barbara / Administration / 4th Floor 105 East Anapamu Street / 805-568-3400
- Santa Barbara / Public Works / Engineering / 123 East Anapamu St 1st Floor Near Planning Dept / 805-568-3000
- Santa Barbara / Social Services / 234 Camino del Remedio / 805-681-4488
- Santa Barbara / Public Health Department / 315 Camino Del Remedio 2nd Floor Rm 205 / 805-681-5276
- Santa Maria / Betteravia Gov. Cen 3rd Fl PHD / WIC BF Room #325 / 2125 S. Centerpointe Pkwy / 805-346-8248
- Santa Maria / Health Care Center 2nd Fl / 2115 S. Centerpointe Pkwy / 805-346-7371
- Santa Maria / ADMHS / 500 West Foster Road / 805-934-6380
- Santa Maria / Probation / 4263 California Blvd. SM 93455 / 805-739-8604
- Santa Maria / Social Services / 2nd Floor 2125 South Centerpointe Parkway / 805-681-4588
- Santa Maria / Social Services / Call Center 1 1318 South Broadway / 805-681-4588
- Santa Maria / Social Services / WRC 1410 South Broadway / 805-614-1543





Breastfeeding Friendly Workplace & Lactation Accommodation Policy

The County of Santa Barbara is a breastfeeding and lactation friendly employer. In accordance with the Breastfeeding Friendly Workplace and Lactation Accommodation Policy, County departments shall provide a reasonable amount of break time to accommodate an employee desiring to express breast milk, and shall provide an employee with the use of a room or other location for the employee to express milk in private.

The following lactation spaces have been established:

- Lompoc / Public Health Department / 301 North R. Street / 805-737-64675
- Santa Barbara / Administration / 2nd Floor 105 East Anapamu Street / 805-568-2570
- Santa Barbara / Administration / 3rd Floor 105 East Anapamu Street / 805-568-2100
- Santa Barbara / Administration / 4th Floor 105 East Anapamu Street / 805-568-3400
- Santa Barbara / Public Works / Engineering / 123 East Anapamu St 1st Floor Near Planning Department / 805-568-3000
- Santa Barbara / Social Services / 234 Camino del Remedio / 805-681-4488
- Santa Barbara / Public Health Department / 315 Camino Del Remedio 2nd Floor Rm 205 / 805-681-5276
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