



ADMINISTRATIVE DIRECTIVE

BREASTFEEDING	NUMBER 1.02-10	PAGE 1 of 1
	EFFECTIVE DATE October 1, 2017	

I. PURPOSE

To state City policy regarding the rights of a mother to breastfeed her child on City Property and break time for nursing mothers.

II. POLICY

In recognition that breastfeeding of a child is an important and basic act of nurture that promotes the health of a child, it is the City's policy that any mother, employee or member of the public, may breastfeed her child in any location on City property where the mother is otherwise authorized to be.

The City will not deny, or attempt to deny, the full and equal enjoyment of facilities, services, or accommodations of a City property that is a place of public accommodation to a woman because she is breastfeeding her child.

III. BREAKTIME FOR NURSING MOTHERS

In compliance with the Fair Labor Standard Act and the Patient Protection and Affordable Care Act, the City provides reasonable break times to all employees, including non-exempt employees, who are nursing for the employee to express breastmilk, for not less than one year after a child's birth.

Reasonable break times are based on the needs of the nursing mother, the operational needs of the department and the location of the room(s) allocated for the breaks. Times will vary based on these needs but an average time frame of 30 minutes should be the standard measure.

Employees who require break times to express breastmilk will be given a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, that may be used to express milk.

Review Responsibility And Frequency The City Manager shall review and revise this directive as appropriate.

Authorized



City Manager

3/7/18
Date

Michael J. Ortega