

## **Lactation Policy**

*Minimum requirements of the California Lactation Accommodation Law*  
**Effective January 1, 2002**

### **Provide Break Time for Employees to Express Breast Milk**

Employers shall provide a reasonable amount of break time to accommodate an employee desiring to express breast milk for the employee's infant child; usually every 2-3 hours during work time or twice per day.

### **Provide the Employee with the Use of a Room to Express Breast Milk**

Employers shall make a reasonable effort to provide employees with the use of a room or other location for the employee to express milk. This space should be private and in close proximity to the employee's work area. This space should *not* be a toilet stall.

A room can be made private by having a lock on the door, placing a message on the door that the room is in use, drawing blinds or curtains, covering curtain-less windows with paper if necessary, or setting up a portable partition.

### **Civil penalty for Violators**

Employers that do not comply with the provisions of the law could be subject to a civil penalty of one hundred dollars (\$100) for each violation by the Labor Commissioner.

{To be inserted after JURY DUTY/VOTING TIME OFF Policy ó pg. 45}