

MONTEREY COUNTY BOARD OF SUPERVISORS

MEETING: April 13, 2010- Consent	AGENDA NO.: 30
SUBJECT: Adopt Resolution to amend Personnel Policies and Practices Resolution No. 98-394 to add Section B.18 Lactation in the Workplace.	
DEPARTMENT: County Administrative Office	

RECOMMENDATION

It is recommended that, effective immediately, the Board of Supervisors take the following actions:

Adopt Resolution to amend Personnel Policies and Practices Resolution No. 98-394 to add Section B.18 Lactation in the Workplace.

SUMMARY

Adoption of this policy will allow the County to comply with state laws regarding breastfeeding and expressing milk for the nourishment of children.

DISCUSSION

In 1997 the State of California added Section 43.3 to the Civil Code to provide for the ability of a mother to breastfeed in public. Then, in 1998 the California State Assembly passed Assembly Resolution No. 155 resolving "That the Legislature encourages the State of California and all California employers to strongly support and encourage the practice of breastfeeding by striving to accommodate the needs of employees, and by ensuring that employees are provided with adequate facilities for breastfeeding, or the expressing of milk for their children". In 2002 the State of California added Labor Code Sections 1030-1033 to provide further guidelines for accommodating lactating employees. (See complete text in attached policy statement.)

Additionally, this policy will establish guidelines for promoting breastfeeding behavior among County of Monterey employees while on parental leave, as well as a work environment that encourages and supports continued lactation upon return to work.

For these reasons, it is recommended that the Board adopt this resolution.

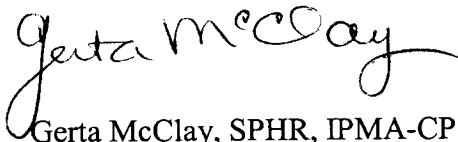
OTHER AGENCY INVOLVEMENT

Unions have been notified of this policy.

FINANCING

This action has no fiscal impact.

Prepared by:



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Management Specialist

3/23/2010

cc: Mike Miller, Auditor-Controller
All Department Heads
All Personnel Analysts
Unions

Approved by:



Keith Honda
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