

RESOLUTION NO. 2008-015

A RESOLUTION OF THE CITY COUNCIL OF
THE CITY OF BALDWIN PARK, CALIFORNIA,
SUPPORTING WORKSITE BREASTFEEDING
ACCOMMODATIONS FOR CITY EMPLOYEES

WHEREAS, the City Council of the City of Baldwin Park recognizes that breast milk is the optimal food for growth and development of infants and Baldwin Park encourages employees and management to have a positive, accepting attitude toward working women and breastfeeding. The City of Baldwin Park promotes and supports breastfeeding and the expression of breast milk by employees who are breastfeeding when they return to work; and

WHEREAS, breast milk is the most ideal food for infants: it is physiologically tailored to sustain their maturing digestive systems, ensuring adequate weight gain and physical development. During the first six months of life, breast milk is the only food a healthy full-term infant requires, providing a wide array of benefits. Breastfeeding helps strengthen babies' immune system by supplying antibodies from the mother, preventing respiratory and gastrointestinal diseases and providing protection from other serious illnesses; and

WHEREAS, the benefits of breastfeeding extend far beyond an infant's physical development. Studies suggest that skin to skin contact between mother and child through breastfeeding improves infants' emotional and cognitive development. The bonding that takes place between mother and child through breastfeeding can help build a loving and solid relationship, fostering a healthy foundation for a new family to grow; and

WHEREAS, to help babies and mothers cultivate their breastfeeding relationship, it is important that cities create environments where breastfeeding mothers are supported in workplaces and the community;

WHEREAS, businesses can also help ensure that babies are receiving optimal nutrition when their mothers are at work by providing lactation accommodations for new mothers to express breastmilk for their babies;

WHEREAS, breastfeeding is an obesity prevention strategy, a strategy endorsed by the Healthy Eating Active Communities, HEAC, Initiative in Baldwin Park,

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF BALDWIN PARK, CALIFORNIA, HEREBY RESOLVES AS FOLLOWS:

SECTION 1. The City herewith adopts an organization-wide breastfeeding-friendly work environment policy to promote and support breastfeeding among city employees.

SECTION 2. The City will provide reasonable amount of break time and make a reasonable effort to provide space other than a toilet stall, close to the employee's work area, to accommodate an employee desiring to express breast milk for her baby. The break time shall be unpaid if the break time does not run concurrently with the rest time authorized for the employee. An employer is not required to provide breaks for pumping if taking break time beyond the usual time allotted for breaks would seriously disrupt the operations of the employer.

SECTION 3. The approved policy includes the following components:

- **Training** - the Breastfeeding-Friendly Workplace policy will be disseminated to all incoming and current city employees (part-time and full-time) by the Department of Human Resources. All managers of the city will be required to review and demonstrate competency of this policy.
- **Education** - Information about breastfeeding-friendly workplace policies and breastfeeding related resources will be provided to employees prior to their maternity leave and after returning to work.
- **Time to express milk (lactation time)** - Lactation times will be established for each city employee based on her work schedule. If possible, the lactation time will run concurrently with any break time already provided. Lactation time beyond the regular break time is unpaid and will be negotiated between the employee and immediate supervisor and The City of Baldwin Park.
- **Lactation Area** - Female employees, who are breast-feeding and request lactation accommodation shall be provided with a comfortable space "Lactation Area" to express milk. A toilet stall shall not serve as the lactation area. The lactation area will be equipped with the following: an electrical outlet close to the employee's work area and comfortable seating. The lactation area will be near a sink with hot water and soap for hand washing and cleaning of equipment and near a refrigerator for storage of expressed milk.
- **Atmosphere of Tolerance** - Breastfeeding should not constitute a source of discrimination in employment or in access to employment. It is prohibited under this policy to harass a breastfeeding employee; such conduct unreasonably interferes with an employee's work performance and creates an intimidating, hostile or offensive work environment. Any incidence of harassment of a breastfeeding employee will be addressed in accordance with the City of Baldwin Park's policies and procedures for discrimination and harassment.
- **Breastfeeding Benefits and Wellness Promotion** - The Department of Human Resources shall include breastfeeding policy promotion and lactation accommodation information in all wellness publications published by the City. The Human Resources Department shall invite the Los Angeles Department of Public Health, WIC or another identified breastfeeding advocacy organization to conduct an annual workshop for all interested city employees on the benefits of breastfeeding.

- **Promotion of Policy** - The City of Baldwin Park authorizes the Los Angeles County Department of Health Services, Women, Infants & Children division and the Healthy Eating Active Communities, (HEAC) to promote this program to companies and businesses with offices in Baldwin Park.

SECTION 4. That the City Clerk shall certify to the adoption of this Resolution and forward a copy of this Resolution the Los Angeles County Department of Health Services, WIC and HEAC.

SECTION 5. That this resolution shall become effective immediately.

PASSED, APPROVED and ADOPTED this 19th day of March 2008.



MANUEL LOZANO
Mayor

ATTEST:

STATE OF CALIFORNIA
COUNTY OF LOS ANGELES
CITY OF BALDWIN PARK } ss.

I, LAURA M. NIETO, Deputy City Clerk of the City of Baldwin Park, do hereby certify that the foregoing resolution was duly and regularly approved and adopted by the City Council of the City of Baldwin Park at a regular meeting of the City Council on March 19, 2008 by the following vote:

AYES:	COUNCILMEMBERS:	Marlen Garcia, Monica Garcia, Ricardo Pacheco, Mayor Pro Tem Anthony J. Bejarano, and Mayor Manuel Lozano
NOES:	COUNCILMEMBERS:	NONE
ABSENT:	COUNCILMEMBERS:	NONE
ABSTAIN:	COUNCILMEMBERS:	NONE



LAURA M. NIETO
DEPUTY CITY CLERK

