This brief is being provided to inform the Board, staff and public of the details of an agenda item that requires action from the Board. The President of the Board will provide board members, staff, and the public the opportunity to ask questions about this topic when this agenda item is announced.

**Date:**March 9, 2021

**Originator:** Cary Curtis

**Purpose**: Proposed Policy 3146 Lactation Accommodation

**Supporting Documents Included: Yes**  - Proposed Policy 3146

**Desired Action by the Board:**  First reading by the board of new Policy #3146 Lactation Accommodation. The board may choose to waive the second reading and adopt recommendation as presented. Current policy requires a 3/5th majority affirmative vote of the entire membership of the board to adopt this policy.

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1. **Description:**

This new policy is intended to establish guidelines for promoting a breastfeeding friendly work environment and supporting lactating employees. The Policy was drafted verbatim from the current CSDA Policy template, with minor amendments from GM CSD Staff.

1. **Reason for Recommended Board Action -** (*Consider compliance, cost savings, fixing a problem*):

There is currently no GM CSD Policy on this topic and the Policy Committee recommends that one is

adopted to ensure our commitment to employee rights and protection.

1. **Anticipated Impacts to the District (negative and/or positive) -** (*Consider financial impact, change in procedures, customer and staff communication and effect if recommendations are not adopted*):

Minor financial impact to accommodate appropriate private space requirements.

1. **Anticipated Impacts to the Customer –** *Standby, Residential, Commercial***:**

None identified.

1. **Recommendation (s):**

Review new Policy #3146 with a recommendation that the board accept the new Policy.

**POLICY TITLE: Lactation Accommodation Policy**

**POLICY NUMBER: 3146**

3146.1 Gold Mountain CSD recognizes the need to promote a work environment that is supportive of breastfeeding employees who wish to continue nursing their infant children when they return to work. This policy establishes guidelines for promoting a breastfeeding friendly work environment and supporting lactating employees.

3146.2 Gold Mountain CSD will provide an environment that will enable employees to express their milk in a private, appropriate space. Such space will meet the requirements of the California Labor Code including a surface to place a breast pump and personal items, a place to sit, and access to electricity. Lactating employees will also be provided access to a sink with running water, and access to a refrigerator for storing breast milk.

3146.3 An employee may request an accommodation for reasonable lactation breaks by informing her supervisor in writing (preferably by electronic mail). The supervisor and the employee will discuss an appropriate break schedule for lactation. The lactation break time will, if possible, run concurrently with the employee’s regular paid break time already provided. Any time in excess of a normal lunch or paid break time will not be paid. Gold Mountain CSD will respond, in writing, if lactation space or additional break time, as described in this policy, cannot be provided.

3146.4 Harassment of and/or discrimination against lactating employees is prohibited. It is also prohibited to retaliate against lactating employees who request time to express breast milk at work. Any harassment of and/or discrimination against a lactating employee, should be immediately reported to the District General Manager.

Employees have the right to file a complaint with the Labor Commissioner for any violation of rights provided under Chapter 3.8 of the California Labor Code regarding lactation accommodations.