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 Î pg. 45]