



Council Agenda Item

Meeting Date: November 7, 2024

Agenda Item: Lactation Policy

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BACKGROUND

(Enter the who, what when, where, why)

1. The Providing Urgent Maternal Protections (PUMP) Act is a federal law that expands workplace protections for nursing employees, requiring employers to provide reasonable break time and a private, non-bathroom space for employees to pump breast milk during the workday. Passed as part of the Fair Labor Standards Act, the PUMP Act now covers more employees, including salaried and exempt workers, ensuring they have adequate support to manage lactation needs at work.
2. The 2024 Employee Handbook utilized wording from the SHRM Handbook Builder for the Lactation Policy. Upon the recommendation of our employment attorneys, this expanded policy is being provided which more clearly defines the expectations of the employee break time requirements.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

1. The 2024 Employee Handbook was approved by the Common Council on July 16, 2024.
2. On October 22, 2024, the Finance Committee recommended approval of the Lactation Policy and subsequent change to the Employee Handbook.

FINANCIAL IMPACT

(If none, state N/A)

N/A

STAFF RECOMMENDATION

Staff is requesting approval of the policy with the corresponding update to the Employee Handbook.

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. Lactation Policy
2. Lactation Policy Summary for Employee Handbook