



KATY TANG
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**SUPERVISOR KATY TANG ANNOUNCES LEGISLATION CREATING LACTATION
ACCOMMODATION POLICY FOR CITY AND COUNTY EMPLOYEES**

Ordinance supports mothers returning to the workplace who wish to continue to breastfeed and sets high standards for departmental compliance

Supervisor Katy Tang today announced legislation creating a policy to help city employees transition back to work after having a child. The Lactation Accommodation Policy will provide new mothers with lactation accommodations and encourage flexibility in the workplace. Supervisor Tang was joined by Micki Callahan, Director of San Francisco's Department of Human Resources (DHR), Dr. Emily Murase, Director of the Department on the Status of Women (DOSW), City Administrator Naomi Kelly, members of the Commission on the Status of Women, and members of the San Francisco Healthy Mothers Workplace Coalition in making the announcement. . The legislation is co-sponsored by Supervisors Malia Cohen, Scott Wiener, Norman Yee and Eric Mar.

"The goal of this policy is to remove barriers to women who want to continue with their career, while maintaining the health and wellness of their child," said Supervisor Tang. If we are going to ask women to return to work so soon after having a child, we must support this with strong policies that enhance their ability to continue breastfeeding through their child's first year and beyond."

Current federal and state laws regarding lactation require reasonable unpaid break time, and a private (non-bathroom) space near the employee's workspace. Supervisor Tang's legislation will go further and will allow employees to utilize normal paid breaks and meal times, but will also allow a mother to request additional unpaid break time, or use vacation time for pumping, if available. DHR will develop a general policy for requesting breaks for lactation, and will ask city departments to provide a higher standard for the lactation space including: a private room with a door that can be locked, at least one electrical outlet, comfortable seating, adequate lighting, and other amenities including a refrigerator, a sink, and one or more hospital-grade electric breast pumps.

Sixty percent of women with children under the age of three are employed, but only 16 percent of women exclusively breastfeed six months after giving birth, according to a 2013 Centers for Disease Control (CDC) report. The statistic is even lower for working moms. According to another CDC report published in 2005, only 10 percent of mothers who work full-time breastfeed their baby until their sixth month.

"There is evidence that supporting a mother's efforts to express milk at work will not only increase the duration of breastfeeding, but will also benefit the employer," said Micki Callahan. "Increasing breastfeeding support for working mothers may decrease absences due to illness. It can also give us the advantage when recruiting and retaining employees by demonstrating we have a family-friendly workplace."



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The new lactation policy will be distributed to all new employees, and to all employees who request parental leave prior to their going on leave. Additionally, DHR will add a webpage to their existing website containing information about the benefits of breastfeeding and the location of all city lactation rooms available to employees.

“New mothers who breastfeed require the ability to maintain their milk supply even when returning to work outside the home, said Dr. Emily Murase, a mother who breastfed her two daughters. “Many working mothers are unaware of their legal rights regarding lactation in the workplace, and this new policy will go a long way to ensuring all city employees know not only how to request lactation accommodation in their department, and but also where lactation rooms are located throughout city facilities. This is an important opportunity for the City to be a leader in gender equitable and family friendly workplaces.”

Supervisor Tang’s ordinance will also require departments managing new city building or renovation projects to consult with DHR to ensure there is sufficient space identified for lactation to accommodate the number of employees anticipated to work there.

“As part of the Healthy Mothers Workplace Coalition, I am excited to see the City and County of San Francisco moving toward the gold standard for lactation accommodations,” said Sharon Terman, Director of the Work and Family Program at the Legal Aid Society Employment Law Center. “These types of policies have a significant impact on women and infants including reducing postpartum depression and stress, increasing breastfeeding duration, and improving childhood development.”

“Prior to even taking their leave, we want our employees to be confident that they will be returning to a workplace that will support their desire to provide their child with the healthiest and most affordable food for babies, which is breastmilk,” said Supervisor Tang.

For more information, please contact Supervisor Katy Tang’s office at (415) 554-7460 or Katy.Tang@sfgov.org.

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