

## CAPS COUNTER PROPOSAL

**Bargaining Unit:** 10

**Date:** August 5, 2021; 2:41 PM

**Exclusive Representative:** CAPS

**Article:** 5

**Subject:** Health and Welfare - Lactation Accommodation

### 5.XX Lactation Accommodation

- A. In compliance with state and federal law, as described in CalHR Manual, Section 1004, departments are required to provide a reasonable amount of break time and an appropriate location to accommodate an employee desiring to express breast milk for their infant child each time the employee has a need to express milk, and an appropriate location to safely store the expressed milk.
  
- B. This section is subject to the grievance procedure up to the departmental level.