

1 Approved: 10/2/2019
2 Effective: 10/13/2019
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4 SNOHOMISH COUNTY COUNCIL
5 Snohomish County, Washington
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7 ORDINANCE NO. 19- 051
8

9 RELATING TO LACTATION BREAKS FOR NURSING MOTHERS AND CREATING
10 SCC 3A.06.090
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12 WHEREAS, Section 7 of the Fair Labor Standards Act (FLSA) requires
13 employers to provide reasonable break time for an employee to express milk for her
14 nursing child for one year after the child's birth each time such employee has need to
15 express the milk; and
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17 WHEREAS, employers are also required to provide a space, other than a
18 bathroom, that is shielded from view and free from intrusion from coworkers and the
19 public, which may be used by an employee to express milk; and
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21 WHEREAS, Snohomish County complies with federal law and currently allows an
22 employee who is a nursing mother reasonable break time to express milk after the birth
23 of her child for up to one year; and
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25 WHEREAS, Snohomish County seeks to provide additional support for nursing
26 mothers by providing an additional thirty minutes per eight hour shift of compensated
27 break time to express milk and by increasing the amount of time covered from one year
28 to eighteen months;
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30 BE IT ORDAINED:
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32 NEW SECTION. A new section is added to Snohomish County Code Chapter 3
33 as follows:
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35 **3A.06.090 Lactation breaks for nursing mothers.**
36

37 The county executive, or his or her designee, shall implement a lactation policy for
38 nursing mothers that is in compliance with state and federal laws, applicable to full and
39 part-time employees, and permits employees to use up to thirty (30) minutes of
40 compensable time during their regularly scheduled work day for the purpose of
41 expressing breast milk for the first eighteen (18) months after delivery of a child. The
42 thirty (30) minutes of compensable time shall be in addition to any compensatory break
43 time the employee is entitled to.
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PASSED this 2nd day of October, 2019.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

Joey Dejan
Chairperson

ATTEST:

Ann Clark
Asst. Clerk of the Council

APPROVED

EMERGENCY

VETOED

DATE: 10/3/19
[Signature]
County Executive

ATTEST:

Melissa Seraghty

Approved as to form only:

Maria Gallagher
Deputy Prosecuting Attorney