SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

ORDINANCE NO. 19- 051

RELATING TO LACTATION BREAKS FOR NURSING MOTHERS AND CREATING
SCC 3A.06.090

WHEREAS, Section 7 of the Fair Labor Standards Act (FLSA) requires
employers to provide reasonable break time for an employee to express milk for her
nursing child for one year after the child’s birth each time such employee has need to
express the milk; and

WHEREAS, employers are also required to provide a space, other than a
bathroom, that is shielded from view and free from intrusion from coworkers and the
public, which may be used by an employee to express milk; and

WHEREAS, Snohomish County complies with federal law and currently allows an
employee who is a nursing mother reasonable break time to express milk after the birth
of her child for up to one year; and

WHEREAS, Snohomish County seeks to provide additional support for nursing
mothers by providing an additional thirty minutes per eight hour shift of compensated
break time to express milk and by increasing the amount of time covered from one year
to eighteen months;

BE IT ORDEIGNED:

NEW SECTION. A new section is added to Snohomish County Code Chapter 3
as follows:

3A.06.090 Lactation breaks for nursing mothers.

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

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

Chairperson

ATTEST:

Asst. Clerk of the Council

(  ) APPROVED
(  ) EMERGENCY
(  ) VETOED

DATE:

County Executive

ATTEST:

Approved as to form only:

Deputy Prosecuting Attorney

ORDINANCE NO. 19-057
LACTATION BREAKS FOR NURSING MOTHERS AND CREATING SCC 3A.06.090