

**MINUTES OF THE SPECIAL MEETING OF THE  
COAST LABOR RELATIONS COMMITTEE**

**Meeting No. 01-20**

Time/Date: January 14, 2020 – 10:00 a.m.

Place: Via Teleconference

Present:	<u>For the Union</u>	<u>For the Employers</u>
	C. Williams	W. Bartelson
	F. Ponce De Leon	M. McKenna
		K. Matthews

Also Present: Kirsten Donovan

**General:**

1. Protocol for Lactation Accommodations

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In February 2019, the Committee discussed, in CLRC Mtg. No. 10-19, Item 1, PMA member companies' obligations, including under the CLRC Policy on ADA Compliance and Reasonable Accommodation, to provide accommodations for lactating mothers seeking employment through the dispatch halls, as well as for lactating mothers employed as steady workers at member company facilities.

Based on the February 2019 and more recent discussions, the Employers agreed to the following updated policy and to send a letter to all member companies with this updated policy, which makes clear their obligations to lactating mothers. The updated policy herein replaces the policy outlined by the CLRC in CLRC Mtg. No. 10-19, Item 1.

**Protocol for Lactation Accommodations**

The Committee agrees to the following protocol for lactating mothers that seek lactation accommodations to express breastmilk during work:

1. Lactating mothers must have a reasonable rest period, which is no less than 30 minutes but may be more, during each four-hour work period to express breast milk for a child who is two years of age or younger.
2. Lactating mothers shall, if feasible, take the rest periods to express milk at the same time as the rest or meal periods that are otherwise provided to her.
3. PMA member companies must treat the rest periods used by the employee for expressing milk as paid rest periods, but only up to the amount of time that the employers are contractually required to provide paid rest periods. There is no obligation to pay additional time taken beyond the contractually required rest period. However, where other employees

are paid for rest periods that exceed the contractually required rest period, a lactating mother who needs more time should be treated similarly.

4. PMA member companies must make reasonable efforts to provide lactating mothers with a private location within close proximity to the employee's work area to express milk. A private location is a place, other than a restroom or toilet stall, where the employee may express milk concealed from view and without intrusion. In addition to affording complete privacy, the location must have a place to sit, contain a surface to place a breast pump and personal items, have access to electricity or alternative devices (e.g. extension cords and charging stations) needed to operate an electric or battery-powered breast pump, have access to a sink with running water, a refrigerator or cooler suitable for storing milk, and be safe, sanitary, and free of hazardous materials. If a multipurpose room is used, lactation must take precedence over the other uses, and the private space should not be utilized for any other purpose during the time that a lactating mother is expressing breast milk. One example of an acceptable lactation location, other than a dedicated room in an existing structure, is a standalone transportable pod for lactating mothers.
5. Lactating mothers should be notified of the person or entity to whom a lactating mother should give notice of the intent to express milk. In the absence of any notice, it is sufficient for a lactating mother to give verbal notice to a supervisor or manager or PMA representative of their intent.
6. Lactating mothers are not required to submit any documentation regarding their need to express breast milk and may not be subject to retaliation for asserting a right to a lactation accommodation.

This protocol is meant to provide general guidance in responding to lactation accommodation requests and an overview of the Employers' obligations in this context. The administrators of this protocol and the various contract documents, including the CLRC Policy on ADA Compliance and Reasonable Accommodation, are instructed to proceed with sensitivity, discretion, and good faith in providing the accommodations needed to ensure that there is adequate support for lactating mothers.

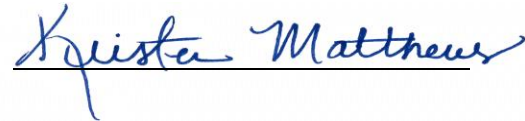
Item closed.

Date Signed: 01/23/20

Date Signed: 01/23/20

For the Union:

For the Employers:

A handwritten signature in blue ink, appearing to be "W", written over a horizontal line.A handwritten signature in blue ink, "Julian Baldwin", written over a horizontal line.A handwritten signature in blue ink, "J. Powell", written over a horizontal line.A handwritten signature in blue ink, "Krista Matthews", written over a horizontal line.