



County of Sonoma

State of California

Date: April 4, 2023

Item Number: _____

Resolution Number: _____

4/5 Vote Required

Concurrent Resolution Of The Board Of Supervisors Of The County Of Sonoma, State Of California, the Board of Directors of the Sonoma County Water Agency, and the Board of Commissioners of the Community Development Commission, and the Board of Directors of the Sonoma County Agricultural Preservation and Open Space District, Approving the County Lactation Policy, effective April 4, 2023.

Whereas, Senate Bill 142 was proposed during the 2019 California legislative session and subsequently adopted January 1, 2020 to require that employers develop and implement a policy regarding lactation accommodation and make it available to employees;

Whereas, the County has previously, and continues to follow the California Labor Code with regard to lactation accommodation; the Lactation Policy, as required under law, will also positively contribute to the goal County of Sonoma and special districts and agencies of being an employer of choice;

Whereas, the Lactation Policy applies to the County of Sonoma, Sonoma Water, Sonoma County Agricultural Preservation and Open Space District, the Sonoma County Community Development Commission, and the Sonoma County Fair and Exposition, Inc.

Whereas, in accordance with the Meyers-Milias Brown Act the County notified employee labor organizations of the Lactation Policy and offered to meet and confer over the negotiable effects of the policy;

Whereas, the County has complied with all aspects of the Meyers-Milias Brown Act and met its obligation to meet and confer with employee organizations and reach agreement on the new Lactation Policy;

Now, Therefore, Be It Resolved that the Board of Supervisors of Sonoma County hereby adopts the new Lactation Policy (Attachment A), which is attached and incorporated herein.

Be It Further Resolved that the County Administrator and the Director of Human

Resources, have the authority to take any necessary administrative actions to implement the provisions of this Policy, including the authority to execute administrative changes to plan documents and the Policy as needed and/or make corrections of a non-financial nature.

Supervisors:

Gorin: Rabbitt: Coursey: Hopkins: Gore:

Ayes: Noes: Absent: Abstain:

So Ordered.