COUNCILMEMBER CHRIS CATE
CITY OF SAN DIEGO
SIXTH DISTRICT

MEMORANDUM

DATE: **June 3, 2021**

TO: **Mayor Todd Gloria**

FROM: **Councilmember Chris Cate, District 6**

SUBJECT: **Facilities Assessment for Dedicated Lactation Spaces in Conjunction with the Facility Assessment for Childcare**

As employees slowly return to the workplace and offices begin to have a new-normal, I believe we must get back on track with implementing legislation passed just right before our world was shut down, specifically the Lactation/Breastfeeding Accommodation Policy.

A national report recently showed that 90 percent of breastfeeding moms are either pumping at work, or are planning to pump at work, despite breastfeeding being one of the largest hurdles when returning to work from maternal leave.

In March of 2017, the City of San Diego adopted the Lactation/Breastfeeding Accommodation Policy which protects employees from discrimination, provides a "reasonable amount" of break time, and requires facilities and signage for privacy during breastfeeding activities. In the latter part of the year, the City of San Diego joined the San Diego County Breastfeeding Coalition (SDCBC) and was later named "Breastfeeding-Friendly Workplace" by the San Diego SDCBC.

California's breastfeeding protections notably exceed those of other states. In October 2019, California State Bill (SB) 142 was signed into law, which significantly expanded lactation protections for mothers in the workplace. The new lactation accommodation rules for 2020 require the location to have certain mandatory features as well as instruct employers without a lactation policy to have a written lactation accommodation policy.

As one of the largest workforces in the region, the City of San Diego offers competitive benefits, generous saving plans, and opportunities for advancement. More than 11,000 diverse, skilled, and dedicated City employees serve more than 1.5 million residents with services ranging from parks and recreation to police and fire.

According to the City of San Diego's 2020 Pay Equity Study that was presented earlier this year, the Motherhood Effect is impacting equality in the workplace for City of San Diego employees. Per the report, this challenge can be remedied by "evaluating options and costs for employee benefits that would directly target the work-life balance needs of mothers and parents of color."

On May 26th, the City of San Diego's Economic Development and Intergovernmental Relations Committee directed the City's Real Estate Assets Department to do a facilities assessment for childcare.

In conjunction with the facilities assessment for childcare, I kindly request that the Real Estate Assets Department also evaluate space for City of San Diego employees and residents that are breastfeeding and need dedicated lactation spaces at City facilities. I believe this can be done concurrently with the facilities assessment.