



Legislation Details (With Text)

**File #:** 21-688      **Version:** 1      **Name:**

**Type:** Motion      **Status:** Passed

**File created:** 11/18/2021      **In control:** City Council

**On agenda:** 12/7/2021      **Final action:**

**Title:** Consider Approval of Updated Handbook Policy 4.05 (Lunch and Rest Breaks).

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 1- 4.05 lunch and rest breaks - tracked changes, 2. 2- 4.05 lunch and rest breaks - accepted changes

Date	Ver.	Action By	Action	Result
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**City Council Meeting Date:** December 7, 2021

**To:** Mayor and City Council  
City Administrator

**From:** Communications & Human Resources Director Mahowald

Consider Approval of Updated Handbook Policy 4.05 (Lunch and Rest Breaks).

**Action Requested:**

The Northfield City Council approves a Motion adopting the attached updated Handbook Policy regarding Lunch and Rest Breaks.

**Summary Report:**

The Council Employment Policy Committee discussed and made a motion to recommend approval of this policy for City Council approval at their November 18, 2021 meeting. The Labor Attorney has completed review as well.

4.05 Lunch and Rest Breaks

State law effective January 1, 2022 requires nursing mothers and lactating employees be provided reasonable paid break time to express milk for her infant child during the twelve months following the birth of the child, unless it would cause undue business disruption. The paid break time must, if possible, run concurrently with any break times already provided. The city will provide a room (other than a bathroom) as close as possible to the employee’s work area that is shielded from view and free from intrusion from coworkers and the public and includes access to an electrical outlet where the nursing mother can express milk in private.

Updated policy language follows state law.

**Alternative Options:**

Not Applicable.

**Financial Impacts:**

None.

**Tentative Timelines:**

Staff recommends consideration of approval of Handbook policy 4.05 Lunch and Rest Breaks to be effective January 1, 2022.