

# Corporate Human Resources **Standard**

**TITLE: California Lactation accommodation standard**  
**EFFECTIVE DATE: 5/15/24**

**VERSION: 2.0**

## California lactation accommodation standard

All Stryker employees working in California have the right to request lactation accommodation. This may include, but is not be limited to:

- The use of a private location, other than a bathroom, to express breast milk in accordance with California Labor Code requirements.
- A reasonable amount of break time to accommodate their need to express breastmilk. Employees who are provided with break time to express breastmilk should, if possible, take such lactation breaks concurrently with other normally scheduled break periods. Nonexempt employees must clock out for any lactation breaks that do not run concurrently with normally scheduled rest periods.

Employees who require a reasonable accommodation to express breastmilk are required to notify their manager and log a ticket with myHR. Employees have the right to file a complaint with the Labor Commissioner for any violation of rights provided under the California Labor Code regarding lactation accommodations. If Stryker cannot provide break time or a private location to express breastmilk that complies with this policy, Stryker will notify the employee in writing.

For additional information, please contact the myHR Leaves team at 877-795-2002.

### Document Change History

| Version No. | Revision Level                             | Reason and Description of Revision | Effective Date |
|-------------|--|------------------------------------|----------------|
| 1.0         | Initial Release of Accommodations Standard | Not Applicable                     |                |
| 2.0         | Template/format update only                | No content changed                 | May 15, 2024   |