



Republic of the Philippines  
Province of Bulacan  
Municipality of Bulakan

**OFFICE OF THE SANGGUNIANG BAYAN**

**EXCERPT FROM THE MINUTES OF THE 20<sup>TH</sup> REGULAR SESSION OF THE 11TH SANGGUNIANG BAYAN, HELD LAST NOVEMBER 14, 2022 AT THE GEN. GREGORIO DEL PILAR HALL, MUNICIPALITY OF BULAKAN, BULACAN.**

**PRESENT:**

Hon. Atty. Reina Rica C. Sanchez - - - - - Municipal Vice Mayor  
Presiding Officer

**Municipal Councilors**

|                                      |                                    |
|--------------------------------------|------------------------------------|
| Hon. Aubrhie Cindyrelle D. Carpio    | Hon. Bienvenido M. Cruz Jr.        |
| Hon. Jose Antonio V. Lava            | Hon. Atty. Ana Marie V. Pagsibigan |
| Hon. Aron Ronald R. Cruz             | Hon. Richie E. San Jose            |
| Hon. Marbin J. Garcia                | Hon. Michael M. Ramos (ABC)        |
| Hon. Christopher Aron C. Del Rosario | Hon. Miguel Leonardo (SK)          |

**ALL PRESENT**

**MUNICIPAL ORDINANCE NO. 2022 - 335**

**"AN ORDINANCE INSTITUTIONALIZING THE MOTHER-BABY FRIENDLY LACTATION STATIONS IN MUNICIPALITY OF BULAKAN, PROVIDING THE MECHANISM FOR ENFORCEMENT, PRESCRIBING PENALTY FOR VIOLATION THEREOF, AND FOR OTHER PURPOSES"**

Authored By: Hon. Richie E. San Jose

Be it ordained by the Sangguniang Bayan of the Municipality of Bulakan in Session assembled, that:

**SECTION 1 TITTLE.** This Ordinance shall be known as "Lactation in The Workplace Ordinance in the Municipality of Bulakan"

**SECTION 2. DECLARATION OF POLICY.** - it is the policy of Municipality of Bulakan Bulacan to promote and support the national policy on infant young child feeding program by creating an environment where the basic physical, emotional and psychological needs of lactating mothers and babies are fulfilled through the practice of rooming-in and breastfeeding;

The Municipality of Bulakan shall likewise protect working women by providing safe and healthful working conditions, considering their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation.

**SECTION 3. SCOPE/APPLICABILITY** - The ordinance shall apply to health and non-health facilities, including but not limited to malls, supermarket, department store, government offices, resort, seaports, fish ports, public service utilities, bus terminal,

restaurants and other related food service establishments, and places of worship in municipality of Bulakan. The lactation station shall be made available for both employees and client;

**SECTION 4. DEFINITION OF TERMS.** – As used in this ordinance, the following terms shall mean as follows;

- A. Breast Milk – refers the human milk from a mother.
- B. Breastfeeding – refers to the method of feeding an infant directly from the human breast.
- C. Compensable Hours work – refers to all the time during which an employee is required to be on duty or to be at a prescribed workplace.
- D. Government Office – refers to all local and national government offices, agencies, and government owned and controlled corporation.
- E. Health Institutions – refers to hospitals, health infirmaries, health centers, lying-in centers, and puericulture centers with obstetrical and pediatric services.
- F. Infant – refers to a child within zero (0) to twelve (12) months of age.
- G. Lactation Accommodation – refers to lactation breaks and lactation station.
- H. Lactation Break – refers to the breaktime an employer is required to provide an employee for purposes of expressing breast milk.
- I. Lactation Station – refers to private, clean, sanitary, and well-ventilated rooms and areas in the workplace or public places with clean running water nursing mothers can wash up, breastfeed, or express their milk comfortably and store this afterwards.
- J. Nursing Employee – refers to any female worker, regardless of employment status, who is breastfeeding her infant and/or young child.
- K. Public Places – refers to enclosed or confined areas such as schools, public transportation terminals, shopping malls and the like.
- L. Public Service Utilities – refers to businesses that furnish an everyday necessity to the public at large, such as but not limited to those that provide water, and telephone services.
- M. Restaurant- refers to coffee shop, canteen, panciteria, bistro, carindera, fast food, refreshment parlor, cafeteria, snack bar, cocktail lounge, bar, disco, nightclub, food kitchen caterer's premises and all other eating or drinking establishments in which food or drink is prepared for sale elsewhere or as part of a service of a hospital, motel, boarding house, institution caring for people and other similar establishments.

- N. Rooming-In – refers to the practice of placing the newborn in the same room as the mother right after delivery up to discharge to facilitate mother-infant bonding and to initiate breastfeeding. The infant may either share the mother's bed or be placed in a crib beside the mother.
- O. Workplace – refers to work premises, whether private enterprises or government agencies, including their subdivisions, instrumentalities, and government-owned and controlled corporations.

**SECTION 5. LACTATION STATION** – It is hereby mandated in this Ordinance that all malls, supermarkets, department stores, and other private companies, government offices, resorts, seaports, fish ports, public service utilities, bus terminals, restaurants and other related food service establishments and place of worship, and all health and non-health facilities, shall provide lactation station for the use of all its customers and employees with the necessary equipment and facilities needed.

- a. The lactation station shall be in close proximity to the employees and other nursing mothers and shielded from view and free from intrusion from the public.
- b. The lactation station shall be adequately provided with the necessary equipment and facilities:
- Lavatory for handwashing.
  - Refrigeration or appropriate cooling facilities for storing expressed breastmilk.
  - Electrical outlets for breast pumps.
  - Shall table and comfortable chairs.
- c. The lactation station shall not be in the toilet or near the bathroom.
- d. It shall be safe, clean, and free of toxic or hazardous materials.
- e. Proper use of maintenance of the station shall also be always observed
- f. The breastfeeding station shall be free of charge.

**SECTION 6.** The provision of a lactation station shall be a requirement for the approval of the building permit and business permit;

**SECTION 7. LACTATION PERIOD** – The nursing employee shall be granted by her employer break intervals in addition to the regular time-off for meals to breastfeed or express milk. These intervals, which shall include the time it takes an employee to get to and from the workplace lactation station, shall be counted as compensable hours worked. Provided, that such intervals shall not be more than a total of Forty (40) minutes for every (8) hour working period;

**SECTION 8. ACCESS TO BREASTFEEDING INFORMATION.** – Employers shall ensure that the staff and employees shall be made aware of this ordinance. That all pregnant employees shall be provided with information on how they can combine breastfeeding and work once they return to work. The employers shall coordinate with the municipal health office to avail of the breastfeeding program for working mothers;

**SECTION 9. BREASTFEEDING AWARENESS MONTH.** – to raise awareness on the importance of promoting breastfeeding, the month of August in each year and every year shall be known as "Breastfeeding Awareness Month."

**SECTION 10. IMPLEMENTATION AND MONITORING.** – The RURAL HEALTH UNIT of Bulakan shall be the lead agency in the implementation and monitoring of the provisions of this ordinance. For this purpose, the Local Municipality Mayor shall create a Multi-Sectoral Monitoring Team (MSMT) composed of the following persons or their duly authorized representative:

Chairperson  
Vice chairperson  
Members

**SECTION 11. FUNCTION OF MULTI-SECTORAL MONITORING TEAM (MSMT).** – The MSMT shall have the following functions:

- A. Monitoring compliance of this ordinance.
- B. Develop and provide information and educational materials on the benefits of breastfeeding/breast milk.
- C. Conduct training and seminar program on breastfeeding
- D. Submit reports on the status of implementation of this ordinance to the municipal mayor every quarter.

**SECTION 12. MECHANISM AND ENFORCEMENT.** – to ensure compliance of this ordinance, the permits and licenses division shall not grant or renew business permit to establishment without Certification of Compliance (COC) issued by the Municipal Health Office.

The Multi-Sectoral Monitoring Team or its duly designated staff is hereby authorized to conduct regular visitation and inspection to ensure faithful compliance of this ordinance.

To ensure compliance of this ordinance, lactation station shall be a requirement for the issuance of the following:

- A. Building permit
- B. Business license.

**SECTION 13.** A lactation station shall be fully ventilated, provided with a couch with separator that can accommodate at least one (1) lactating mother at any one time. it should be provided with a refrigerator and clean running water. A logbook for users of the lactation station must be provided for monitoring purposes;

**SECTION 14. EXEMPTION.** – A private establishment may apply for an exemption to establish lactation station at the Officer-in-charge of the Department of Labor and Employment in the Municipality. An application for exemption may be granted by the DOLE Regional Director upon determination that the establishment of a lactation station is not feasible or necessary due to the peculiar circumstances of the workplace taking into account, among others, the number of women employees, physical size of the establishment and average number of women who will use the facility;

**SECTION 15. PENALTY CLAUSE.** – The following penalties shall be imposed on violators of this ordinance;

**“First Offense** - a fine of not less than One thousand pesos (Php1,000.00) but not more than one thousand five hundred pesos (Php1,500.00) on the first offense;”

"On the **Second Offense** - a fine of not less than One thousand five hundred pesos (Php1,500.00) but not more than Two thousand five hundred pesos (Php 2,500.00).

"On the **Third Offense** - fine of not less than Two thousand five hundred pesos (Php 2,500.00) But Not More Than Two Thousand Five Hundred Pesos (Php 2,500.00).

**SECTION 16. REPEALING CLAUSE.** – all previous ordinances and provisions inconsistent with this ordinance are hereby repealed or modified accordingly.

**SECTION 17. SEPARABILITY CLAUSE.** – If for any reason any part or provision of this ordinance shall be held unconstitutional or invalid, other parts or provision hereof which are not affected thereby shall continue to be in full force and effect.

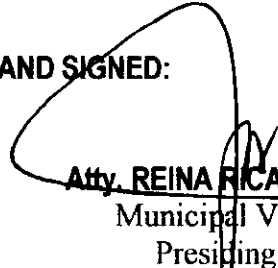
**SECTION 18. EFFECTIVITY.** – This ordinance shall take effect fifteen (15) days after its publication in all private and public establishment of general circulation within Municipality of Bulakan.

**APPROVED.**

I hereby certify that the foregoing Ordinance has been approved by the Sangguniang Bayan of Bulakan in session held for this purpose dated November 14, 2022.

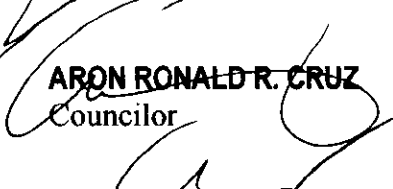
  
**JEFF C. TANSINSIN**  
Secretary to the Sangguniang Bayan

**ATTESTED AND SIGNED:**

  
**Atty. REINA RICA C. SANCHEZ**  
Municipal Vice Mayor  
Presiding Officer

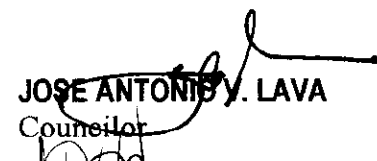
**APPROVED BY:**

  
**AUBRHIE CINDYRELLE D. CARPIO**  
Councilor

  
**ARON RONALD R. CRUZ**  
Councilor

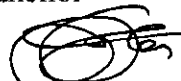
  
**CHRISTOPHER ARON C. DEL ROSARIO**  
Councilor

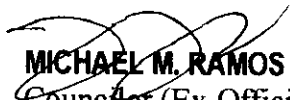
  
**Atty. ANA MARIE V. RAGSIBIGAN**  
Councilor

  
**JOSE ANTONIO V. LAVA**  
Councilor

  
**MARBIN J. GARCIA**  
Councilor

  
**BIENVENIDO M. CRUZ JR.**  
Councilor

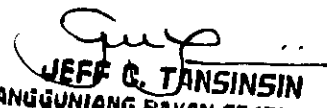
  
**RICHE E. SAN JOSE**  
Councilor

  
**MICHAEL M. RAMOS**  
Councilor (Ex-Officio-ABC)

  
**MIGUEL LEONARDO**  
Councilor (Ex-Officio-SK)

**APPROVED and SIGNED:**

  
**VERGEL C. MENESES**  
Municipal Mayor  
12-19-22

  
**JEFF C. TANSINSIN**  
SANGGUNIANG BAYAN SECRETARY