It’s The Law

- CA State Labor Code §1030
- Federal Lactation Accommodation Law FLSA §7(r)
County of Los Angeles

• Countywide Employee Worksite Lactation Accommodation Policy
  – PPG 705
    http://hr.lacounty.gov/wps/portal/dhr/employee_benefits
  – Departments implement Policy
  – Support from DHR, Employee Benefits, Lactation Accommodation Program
Employed Mothers Need....

- **Time**
  - Remove milk
  - Store milk
  - Clean up

- **Space**
  - Private
  - Clean
  - Close proximity
  - Not a bathroom/toilet stall

- **Pump**
Resources

Internet Based Tool Kit
- http://hr.lacounty.gov/wps/portal/dhr/employee_benefits
  - Brochure
  - FAQs
  - Lactation Rooms and Coordinators
  - Manual
  - Policy (PPG 705)
  - Poster
  - Resources/Helpful Links
  - Training Presentation
Policy: Break Time

- Reasonable Break Time
  - Can use existing breaks
  - Additional unpaid breaks
  - Can use accrued paid time
  - Can adjust work schedule
Policy: Private Location

Room with:

- Electrical outlet
- Comfortable seating
- Can lock, if possible
- Private
- Not bathroom/toilet stall
- Close proximity
Policy: Dedicated Space

- Shows commitment
- Reduces conflicts

A list of designated space is available through:

DHR, Employee Benefits, Lactation Accommodation Program

*Best practice suggestion, not mandated by law*
Policy: Temporary Space

- Private office
- Supervisor’s office
- Conference room/secured
- Women’s lounges *
- Cot rooms
- Wellness rooms
- Closet or storage **
Alternate Space Ideas

Multi-User Rooms

- Accommodates many
- Co-worker support
- Increased milk supply

US Pentagon
Space: Helpful Tips

- Near sink
- Refrigerator
- Multi-user pumps
- Message board

*Best practice suggestions, not mandated by law*
Policy: Non-Traditional

Field and Traveling Staff

- Good faith, interactive process
- Identify reasonable accommodations
Policy: Non-Traditional

Some Reasonable Accommodations are:

- Limited Light Duty
- Reassignment
- Modified work schedules
Policy: Notification

Provide copy of policy

- Every incoming employee
  - At new hire and transfer orientations
- Pregnancy or adoption leaves
  - FMLA Coordinators before they go on leave
  - Return-to-Work Coordinators when they return
Policy: “Appendix A”

Return-to-Work Coordinators

- Complete the form
- Files original copy
  - Copies to:
    - Employee
    - Direct supervisor
- Monitoring
Policy: Atmosphere of Tolerance

- County policy:
  - Breastfeeding and lactation are promoted
  - No discrimination of breastfeeding women
  - No harassment of breastfeeding women

- Discrimination or Harassment
  - Interferes with work performance
  - Creates a hostile workplace
  - Is sex discrimination
Breastfeeding Support Resources

- Health Care Provider
- WIC
- Community Resources
Implementation Tool Kit

Tool Kit

- Website
  - Brochure
  - FAQs
  - Lactation Rooms and Coordinators
  - Manual
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