

LA COUNTY LACTATION PROGRAM

BY THE RETURN-TO-WORK TEAM

The County of Los Angeles promotes and supports breastfeeding and the expression of breast milk by employees who are breastfeeding when they return to work. Therefore, all County departments are required to provide a reasonable amount of break time and make reasonable efforts to provide the use of appropriate space for employees who desire to express milk for their infant child during work hours.

The Probation Department recognizes the importance of breast milk for growth and development of infants and encourages employees and management to have a positive accepting attitude toward employed mothers and breastfeeding. In compliance with the County's lactation accommodation policy, the supervisors and return to work coordinators must discuss lactation accommodation needs with an employee returning from a maternity or baby bonding leave. Accommodation may include a reasonable amount of break time which can run concurrently with employee's existing break periods or a separate unpaid break will be made available and employee may be allowed to use earned accrued time to cover the unpaid break time. In addition, appropriate space must be provided which meet specific requirements.

Appropriate Space Requirements for Breast Pumping

- **Close to the employee's work area**
- **May not be located in a bathroom stall**
- **Electrical Outlet**
- **Comfortable Seating**
- **Lock on Door**
- **Employee's work area if it can be made sufficiently private**
- **Can be arranged for use by lactating employee during specific times of the day**
- **A flat surface for a pump and personal items**
- **Sanitary and well lit**
- **Close proximity to a refrigerator and a sink**

Moreover, County departments are to share designated lactation rooms with neighboring County departments if a space is not available within their areas in the building, as well as any and all County employees who may be conducting County business at their locations.



Reminder: The County of Los Angeles is one employer.

Breastfeeding Support and Supplies

All County-sponsored health insurance plans must provide new mothers with a breast pump. Contact your insurance provider while you are pregnant to learn what pump and other breastfeeding support you can expect to receive. You can also save money by paying for your lactation supplies with before-tax dollars using a Health Care Spending Account (HCSA). You may enroll in a HCSA when you first become eligible for these plans, during annual enrollment, or when you have a qualifying life event such as the birth of a child. For more information on enrollment and the rules for participating in an HCSA, log on to www.mylacountybenefits.com and download a copy of the Summary Plan Description. Probation News

