

Lactation Accommodations

Policy Training



CHOOSE!
HEALTHIA **.COM**

Breastfeeding Matters

Babies

Reduced Risk:

- Obesity
- Ear infections
- Asthma
- Respiratory infections
- GI infections
- Diabetes
- SIDS

Mother

Reduced Risk:

- Breast cancer
- Ovarian cancer
- Diabetes

Community

- Reduces health care costs
- Lessens environmental impact
- More productive workforce
- Breastfeeding supports infant nutrition during emergencies

It's The Law



- California Labor Code § 1030
- Federal Law FLSA § 7(r)

Employed Mothers Need....

- Time

- Remove milk
- Store milk
- Clean up

- Space

- Private
- Clean
- Close proximity
- Not a bathroom

- Pump



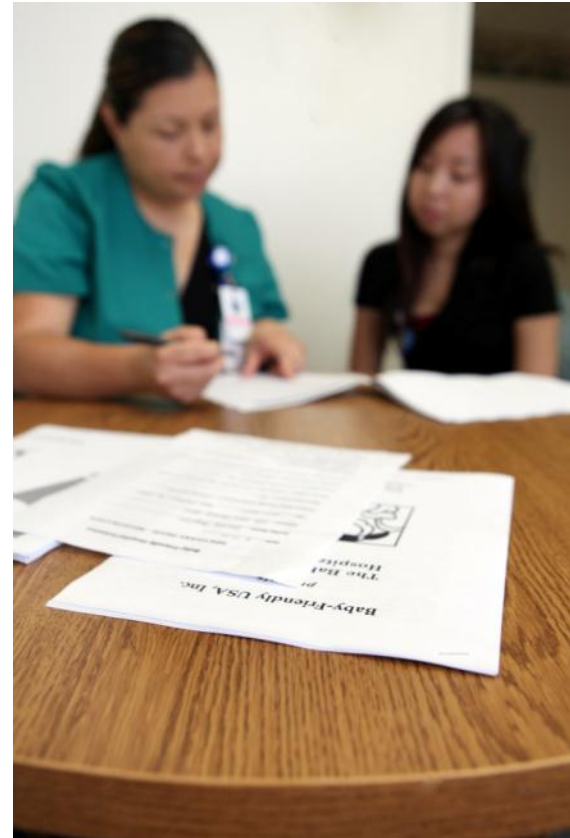
City of Los Angeles

- City-wide Employee Worksite Lactation Accommodation Policy
 - Adopted Oct 17th, 2011
 - All departments to conform
 - Policy implementation



<http://per.lacity.org/eo/policy.htm>

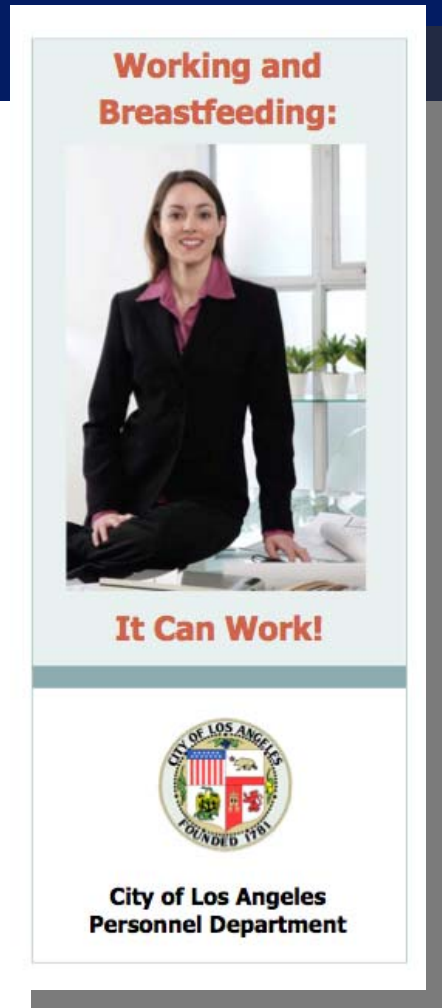
DPOs Matters



Resources

Tool Kit

- ▶ Website
 - ▶ Brochure – Employee Handout
 - ▶ PowerPoint
 - ▶ List of Dedicated Spaces
 - ▶ Benefits List
 - ▶ Community Resources
- ▶ <http://per.lacity.org/eo/policy.htm>



Policy: Break Time

- ▶ Reasonable Break Time
 - ▶ Can use existing breaks
 - ▶ Additional unpaid breaks
 - ▶ Can adjust work schedule



Policy: Private Location



Room with:

- ▶ Electrical outlet
- ▶ Comfortable seating
- ▶ Private
- ▶ Not bathroom
- ▶ Close proximity

Policy: Private Location



Can also be:

- ▶ Private office
- ▶ Supervisor's office
- ▶ Conference room/secured
- ▶ Women's lounges *
- ▶ Cot rooms
- ▶ Wellness rooms
- ▶ Closet or storage **

Alternate Space Ideas



- ▶ Multi-User Rooms
 - ▶ Increased milk supply
 - ▶ Accommodates many
 - ▶ Co-worker support

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: Private Location

- ▶ Ask yourself, is it:
 - ▶ Private?
 - ▶ Secure?
 - ▶ Not a bathroom/toilet stall?
 - ▶ In close proximity?

- ▶ For assistance, contact:
 - ▶ EEO Coordinator



Policy: Monitoring

- ▶ Provide copy of policy at:
 - ▶ New Hire Orientation
 - ▶ Maternity Leave (FMLA)
 - ▶ Contact Department EEO Coordinator

- ▶ Monitoring
 - ▶ Report Requests (Disability)

Zero Tolerance

- ▶ Harassment of breastfeeding employees
 - ▶ Interferes with work performance
 - ▶ Creates a hostile workplace
 - ▶ Is sex discrimination




Resources

- ▶ Implementation Tool Kit
 - ▶ Brochure for Employees
 - ▶ Poster 8”x 11”
 - ▶ Employee Benefits Checklist
 - ▶ Community Resources


<http://per.lacity.org/eeo/policy.htm>

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**Working and Breastfeeding:
It Can Work!**

For information about the
City of Los Angeles
Lactation Accommodation Program,
visit <http://per.lacity.org/eeo/policy.htm>



CHOOSE
HEALTH LA!



Choose Health LA is made possible by a grant from the
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FAQ



Thank you!



www.breastfeedla.org