

Department of Human Resources
Return-to-Work and
Disability Management

**LACTATION ACCOMMODATION
PROGRAM**



D | H | R

Department of Human Resources
County of Los Angeles

Countywide Lactation Accommodation Program



It's The Law



- California Labor Code § 1030
- FEHA: “Breastfeeding women are a protected class”
- Federal Law FLSA § 7(r)
- EEOC: “Lactation discrimination is unlawful sex discrimination”
- Affordable Care Act of 2010

Our Policy



PPG 705 – Lactation Accommodation Program (LAP)

Policy adopted March 2, 2012

All County departments must 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.

Policy: Notification

- Every incoming employee at new hire and transfer orientations
- FMLA & RTW Coordinators provide Absence Management packet with all forms, brochures, and policy
- Managers & Supervisors contact Coordinators prior to employee returning to work for lactation accommodation needs
- During the **Interactive Process Meeting** upon the employee's return

Employed Mothers Need....

✓ Time

- Remove milk
- Store milk
- Clean up



✓ Space

- Private
- Clean
- Close proximity
- Not a bathroom



✓ Pump

- Provided by the employee



LACTATION ACCOMMODATION SPACE COMPLIANCE CHECKLIST



- ✓ **The room is close to employees' work area**
- ✓ **The room is NOT a bathroom**
- ✓ **The room is equipped with an electrical outlet**
- ✓ **The room contains comfortable seating**
- ✓ **The room can be locked**
- ✓ **The room is clean and well lit**
- ✓ **A sink is located within close proximity of room**
- ✓ **If requested, the employee's work area can be sufficiently made private**
- ✓ **Schedule for the room, key/code available, and lactation coordinator contact information**
- ✓ **LAP posters are posted in common areas such as lunchrooms, break rooms**

Do's & Don'ts

Do's

- ✓ Ensure returning mothers and their supervisors are aware of the policy
- ✓ Be flexible in providing additional time if needed (unpaid breaks or use of benefit time)
- ✓ Ensure priority is given to lactating mothers in designated lactation rooms
- ✓ Revisit the Lactation Space Checklist periodically to ensure compliance
- ✓ Notify DHR LAP Coordinator when changes are made to your department's contact or designated lactation space

Don't

- x Tolerate insensitive comments from other employees
- x Express opinions such as “What takes you so long when you take your lactation breaks?,” “Formula feeding is much easier, you should stop breast feeding”
- x Require a medical note for lactation accommodation requests
- x Hesitate to contact the DHR's LAP Coordinator if additional assistance is needed

LAP Website

DHR - Lactation Accommodation Program

Click CAREERS to visit the new HR CAREERS site!

Los Angeles County
DEPARTMENT OF
Human Resources

Office Hours
Mon - Fri 8:00am - 5:00pm

Recognition | Resources | Development | For Departments | Benefits | Wellness | LACOUNTY.GOV

Lactation Accommodation Program

EMPLOYEE WELLNESS

- Wellness Activities
- Countywide Fitness Challenge
- Fitness Challenge Photos
- Financial Wellness
- Lactation Accommodation**

For more information on any Los Angeles County Wellness Program, send an email to:

ebenefit@hr.lacounty.gov

DECEMBER

No Events

The County of Los Angeles recognizes that breastmilk is the optimal food for growth and development of infants and encourages employees and management to have a positive accepting attitude toward employed mothers and breastfeeding. 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. Breastfeeding reduces serious acute and chronic diseases, including obesity. Healthier employees and babies mean fewer employee absences and lower health care costs.

All County Departments must 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

Resources/Helpful Links

County Resources

- County of Los Angeles Childcare The information on this webpage is

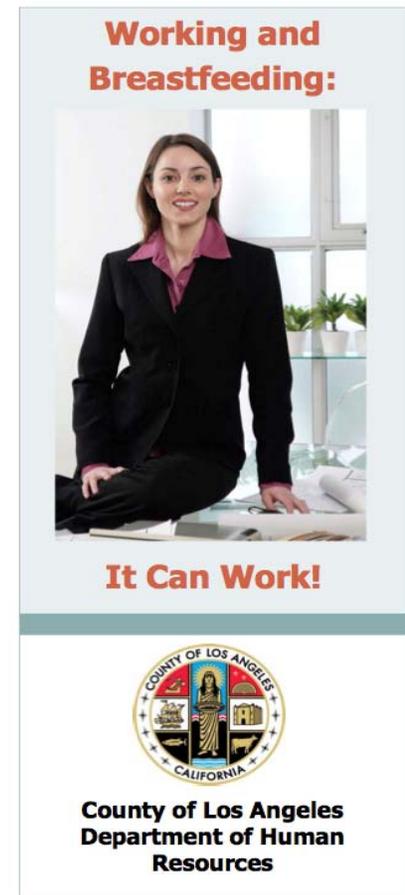
- Brochure
- Lactation Rooms and RTW Coordinators
- Policy (PPG 705)
- Poster
- Preparing for Baby: Checklist

LAP Website/Resources

Lactation Accommodation Program Website

- Posters & Brochure
- FAQs
- Lactation Rooms and Coordinators
- Policy (PPG 705)
- Preparing for baby: Checklist
- Training PPT
- Resources/Helpful Links

<http://employee.hr.lacounty.gov/lactation-accommodation-program-2/>



Thank you!



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Contact

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