

Supporting Your Co-Workers

"Whether you're a clinician, a family member, a friend, or an employer, you can play an important part in helping mothers who want to breastfeed."

*General Regina M. Benjamin, MD, MBA,
18th United States Surgeon General*

To create a supportive atmosphere:

- Congratulate the employed mother who has returned to work
- Read County of Los Angeles Lactation Accommodation Program Policy (PPG 705)
- Respect the privacy of the area designated for expressing milk
- Share this pamphlet with co-workers



Resources for New Parents

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.



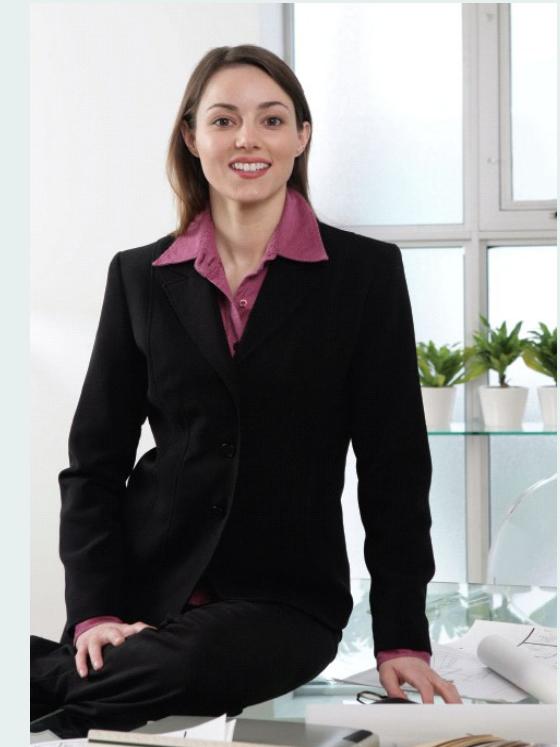
Breastfeeding Resources

For a list of breastfeeding resources, or more information on the County of Los Angeles Lactation Accommodation Program Policy (PPG 705) go to: <http://employee.hr.lacounty.gov/lactationprogram-2/> or www.breastfeedla.org.



BreastfeedLA is dedicated to improving the health and well-being of infants and families through education, outreach, and advocacy to promote and support breastfeeding.

Working and Breastfeeding:



It Can Work!



Lactation Program
County of Los Angeles
Department of Human Resources





Breastfeeding is Important!

- Babies who breastfeed get sick less often
- Babies who breastfeed have a lower risk for diabetes, obesity, and cancer later in life
- Mothers who breastfeed have a lower risk for breast and ovarian cancer
- Families of breastfeeding babies save money
- Families of breastfeeding babies miss fewer days of work

The American Academy of Pediatrics (AAP) recommends continued breastfeeding through the first year of life and beyond.

The County of Los Angeles Supports Breastfeeding!

Did you know?

California State Labor Code §1030-1033 protects your right to pump breastmilk while at work.

Your employer must provide you with a clean space (not bathrooms) and break time to pump.

The County of Los Angeles understands the importance of supporting employed mothers to continue breastfeeding after they return to work. The County is committed to creating a work environment which encourages all mothers to breastfeed. Employees who are supported to pump:

- Have fewer sick days
- Are more productive
- Have lower health care costs

The County of Los Angeles adopted a Lactation Accommodation Policy, PPG 705, to ensure that all mothers get the support they need to continue breastfeeding once they return to work. The policy can be found at: <http://employee.hr.lacounty.gov/lactationprogram-2/>.

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What Do I Do?

Talk to your direct supervisor and/or your

Return-to-Work Coordinator:

- Before you deliver your baby
- Before you return to work

Discuss with your supervisor:

Where you can pump:

- Designated lactation room
- Unused office or cubicle
- Converted storage room
- NOT a bathroom

When you will pump:

- Possibly during your break times and lunch

What if pumping takes more than your break time?

You are allowed to take the time you need. If you need more time than your scheduled work break, discuss alternatives with your supervisor. These can include adjusting your work schedule or using accrued paid time benefits.

What if I work in a non-traditional worksite?

Talk to your supervisor and/or your Return-to-Work Coordinator.

For more information about the County of Los Angeles Lactation Accommodation Program, go to:

<http://employee.hr.lacounty.gov/lactationprogram-2>