Lactation Accommodations

Policy Training

Made possible by funding from the Centers for Disease Control and Prevention through the Los Angeles County Department of Public Health.
Breastfeeding Matters

<table>
<thead>
<tr>
<th>Babies</th>
<th>Mother</th>
<th>Community</th>
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<tbody>
<tr>
<td>Reduced Risk:</td>
<td>Reduced Risk:</td>
<td>▪ Reduces health care costs</td>
</tr>
<tr>
<td>▪ Obesity</td>
<td>▪ Breast cancer</td>
<td>▪ Lessens environmental impact</td>
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<tr>
<td>▪ Ear infections</td>
<td>▪ Ovarian cancer</td>
<td>▪ More productive workforce</td>
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<tr>
<td>▪ Asthma</td>
<td>▪ Diabetes</td>
<td>▪ Breastfeeding supports infant nutrition during emergencies</td>
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<tr>
<td>▪ Respiratory infections</td>
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<td>▪ GI infections</td>
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<tr>
<td>▪ Diabetes</td>
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<td>▪ SIDS</td>
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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/eeo/policy.htm
DPOs Matters

GOALS

Communicate Policy
Train Staff
Share Resources
Provide Encouragement
Resources

Tool Kit

- Website
  - Brochure – Employee Handout
  - PowerPoint
  - List of Dedicated Spaces
  - Benefits List
  - Community Resources

- http://per.lacity.org/eeo/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/eoo/policy.htm
Thank you!

www.breastfeedla.org