

## 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 Surgeon General of the United States  
Public Health Service*

### To create a supportive atmosphere:

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



## Resources for New Parents

For a list of breastfeeding resources, information on how to purchase a breastpump with your flexible spending account, employee benefits to support parenting, or more information on the City of Los Angeles Lactation Accommodation Policy go to:

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



**CHOOSE  
HEALTH LA**.COM

Choose Health LA is made possible by a grant from the Department of Health and Human Services through the Los Angeles County Department of Public Health.

## Working and Breastfeeding:



**It Can Work!**



**City of Los Angeles  
Personnel Department**



## 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 City 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 City of Los Angeles understands the importance of supporting employed mothers to continue breastfeeding after they return to work. The City is committed to create a work environment which encourages all mothers to breastfeed.

Employees who are supported to pump:

- Have fewer sick days
- Are more productive and loyal
- Have lower health care costs for mother and baby

The City of Los Angeles adopted a Lactation Accommodation Policy to ensure that all mothers get the support they need to continue breastfeeding once they return to work. The contents of this policy can be found at: <http://per.lacity.org/eo/policy.htm>

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

## What Do I Do?

**Talk to your direct supervisor and/or your Reasonable Accommodation Coordinator:**

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

**Discuss with your supervisor:**

Where you can pump:

- Private room
- Close proximity
- Wellness room
- Conference room
- Not a bathroom stall

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 Reasonable Accommodation Coordinator.

**For questions about the City of Los Angeles Lactation Accommodation Policy, contact your Department EEO Coordinator.**