

Lactation Accommodation The County of Los Angeles Experience



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Your Presenters

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Background

- In 2011 a committee was formed to review and revise the County's Lactation Accommodation Program (LAP) policy and procedures guidelines 705 (PPG 705) to provide:
 - Guidance in accommodating and supporting mothers returning to work who wish to continue to nourish their child(ren) with breast milk.
- In January 2012, CA laws on breastfeeding were enhanced and clarified. These enhancements were included in the policy.

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Funding & Formation of the Team

- Needed funding
 - CPPW funding - RENEW LA Grant
- County selection for funding
 - Requirements for funding - one of 10 largest employers in LA County
- Formation of Team of Collaborators
 - Team members from Public Health, DHR, Chief Executive Office, County Counsel, BreastfeedLA, & LA County Commission for Women

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Objectives

- Create strong workplace policy to support the importance of breast feeding and new legislation
 - Goals:
 - ✓ Educate the workforce
 - ✓ Increase knowledge and know-how
 - ✓ Increase visibility of the program
 - ✓ Create a “best practices” supportive environment

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Policy: Atmosphere of Tolerance

- County policy:
 - ✓ Breastfeeding and lactation are promoted
 - ✓ No discrimination of breastfeeding women
 - ✓ No harassment of breastfeeding women
- Eliminate Discrimination or Harassment
 - ✓ Interferes with work performance
 - ✓ Creates a hostile workplace
 - ✓ Is sex discrimination

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Breastfeeding Matters

Babies	Mother	Community
Reduced Risk: <ul style="list-style-type: none"> ▪ Obesity ▪ Ear infections ▪ Asthma ▪ Respiratory infections ▪ GI infections ▪ Diabetes ▪ SIDS 	Reduced Risk: <ul style="list-style-type: none"> ▪ Breast cancer ▪ Ovarian cancer ▪ Diabetes 	<ul style="list-style-type: none"> ▪ Reduces health care costs ▪ Lessens environmental impact ▪ More productive workforce ▪ Breastfeeding supports infant nutrition during emergencies

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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”

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Breastfeeding Laws

Affordable Care Act of 2010

Insurance provides:

Breastfeeding Support, Supplies and Counseling



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Program Strategy



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County of Los Angeles

- Countywide Lactation Accommodation Program
 - PPG 705 – Policy adopted March 2, 2012
 - All departments were trained by end of May 2012
 - Departments implemented appropriate changes
 - On-going support: DHR Employee Benefits
 - On-going training at Absence Management System, FMLA, and RTW workshops



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Communication

DHR – Employee Wellness Website

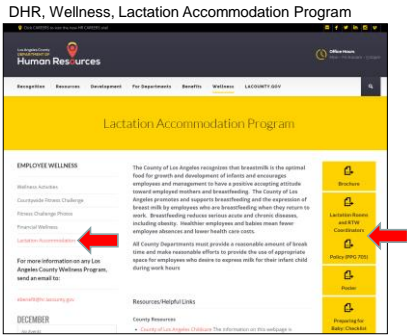
- Trifold Brochure
- FAQs
- Lactation Rooms and Coordinators
- Policy (PPG 705)
- Poster
- Training PPT
- Resources/Helpful Links

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

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DHR Resources



Employed Mothers Need....

- Time
 - Remove milk
 - Store milk
 - Clean up
- Space
 - Private
 - Clean
 - Close proximity
 - Not a bathroom
- Pump



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Policy: Notification

- Provide copy of policy
- Every incoming employee
 - At new hire and transfer orientations
- Pregnancy or adoption leaves “Best Practices”
 - FMLA & RTW Coordinators provide leave packets with all forms, brochures, policy, etc.
 - Managers & Supervisors contact RTW Coordinators prior to employee returning to work for LAP needs
 - RTW Coordinator conducts **Interactive Process Meeting** upon return

Policy: “Appendix A”

LACTATION ACCOMMODATION PROGRAM	Policy Number: 702
	Effective Date: March 2, 2012
COUNTY OF LOS ANGELES LACTATION ACCOMMODATION REQUEST Appendix A	
Department:	Division:
Employee Name:	Employee #:
Plant File:	State of Program:
Accommodation Request Details (check applicable boxes)	
Current Employee: <input type="checkbox"/> Flexible Schedule <input type="checkbox"/> Assisted Time <input type="checkbox"/> Hybrid	
Note: <input type="checkbox"/> Extended Maternity Leave Request <input type="checkbox"/> Other leave requested <input type="checkbox"/> Employee work and family assistance division	
Have written a copy of and read the Countywide Policy on Lactation Accommodation Program, and I agree to comply with the program's terms. I understand that all staff are equal under the law and the Countywide Lactation Accommodation Policy.	
EMPLOYEE'S SIGNATURE: _____ DATE: _____	
COMMENTS: _____	
To request changes, please fill out a new form.	
COUNTY OF LOS ANGELES - COUNTYWIDE LACTATION ACCOMMODATION PROGRAM	
Request Form Number:	Date:
Printed Name:	Request Form No.:
State and county are hereby authorized to be printed on this page. To request a new form, contact the Human Resources Department.	
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Mother-Baby Friendly Workplace Award



Baby-Friendly Hospitals

Baby-Friendly Designation

ValleyCare Olive View Medical Center	2011
Harbor-UCLA Medical Center	2012
LAC+USC Medical Center	2012

Harbor & LAC+USC were the first hospitals in the United States to achieve the Baby-Friendly designation via the 4-D Pathway!

...Just another way LAC is supporting breastfeeding employees & the community

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Avoid Barriers Provide Solutions - Space

- **Inappropriate Locations**

Resolve with accommodation inspections & guidance.

- **Security/Privacy – no lock on door**

Resolve by providing locks to rooms, unless safety issue. If lock not possible, provide signs informing employees to keep out.

- **One room for 10 lactating moms assigning same break times**

Alter the break schedule and/or add another lactation room to resolve the issue.

- **Need for schedule change or need for additional time**

Provide guidance to affected departments to ensure proper accommodation.

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Avoid Barriers Provide Solutions - Space

- **Blocked or non-functioning electric plug for pump**

Ensure the electric plug is not blocked and is in working order.

- **No Table or comfortable chair in room**

Ensure each room has a table and comfortable chair or lounge.

- **No appropriate sink location identified to clean pump**

Ensure proper instructions to appropriate sink areas are provided.

- **Appropriate refrigeration recommendation**

Ensure lactating employee knows she can use available common refrigerators or keep a cooler at her desk.

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Barriers and Solutions – Coworker and Supervisor Relations

- **Denied accommodation**
Resolve by requiring all supervisors and managers to attend training.
- **Refusal to hire potential employees because they were lactating**
Provide guidance to departments that accommodation must be extended to new employees.
- **Employees working in the field require special accommodation**
Provide guidance & lactation accommodation sites list and name of lactation coordinators throughout the workforce

Barriers and Solutions – Changing Attitudes

- **Inappropriate gossipy emails & discussions by staff**
 - **Inappropriate comments by supervisor**
 - **Questions on the duration or frequency of pumping time & breaks**
- ➔ **Solutions – Change Attitudes & Oversight:**
- Train existing & new managers & supervisors
 - Site visits
 - Re-assess ongoing effectiveness of accommodation

Additional Resources

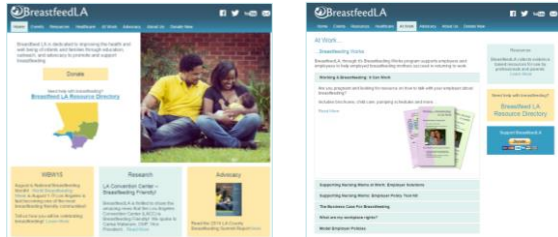
Supporting Nursing Mothers At Work: Employer Solutions

- ▶ <http://www.womenshealth.gov>
 - ▶ Breastfeeding
 - ▶ At Work



Additional Resources

www.breastfeedLA.org



Additional Resources

LA County DPH
Maternal, Child &
Adolescent Health

Helen O'Connor, MSPH
(213) 639-6442
hoconnor@ph.lacounty.gov



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Thank you!



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