

**DEPARTMENT OF HEALTH SERVICES**  
**COUNTY OF LOS ANGELES**



**SUBJECT:** LACTATION ACCOMODATION POLICY

**POLICY NO. 733**

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**PURPOSE::** To provide a reasonable amount of break time to employees to express milk.

**POLICY::** Employees requesting to express milk during working hours on County property shall be afforded a reasonable amount of break time for this purpose.

Employees shall be provided the use of a room, or other location, other than a toilet stall, in close proximity to the employee's work area.

Violation of these requirements may be subject to a civil penalty in the amount of one hundred dollars (\$100) for each violation.

Work locations are exempt from these requirements if operations would be seriously disrupted by providing break time to employees desiring to express milk.

**PROCEDURE::** Break times shall be established for each employee based on her work schedule. The break time is required to run concurrently, if possible, with any break time already provided. In the event it is not possible for the break time for expressing milk to run concurrently with the break time that is already provided to the employee, the break time for expressing milk shall be unpaid. If employee takes an extended break time, where possible, the employee's workshift may be extended to the time equivalent of the extended break.

The room or other location provided, may include the place where the employee normally works as long as that location meets the requirements of the policy.

**AUTHORITY::** Assembly Bill 1 025

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**EFFECTIVE DATE:** Feb 15, 2002

**SUPERCEDES:**

**APPROVED:** Signature on File

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