

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 your co-worker who has returned to work and offer her encouragement. Pumping is hard work! Recognize the positive impact her decision has on many levels
- ✓ Know the basics of breastfeeding. Understand that missing a pump break can be uncomfortable and painful for your co-worker.
- ✓ Respect the privacy of the area designated for expressing milk.
- ✓ Read the **County of Ventura’s** Lactation Accommodation Policy.



Resources for New Parents

For a list of local breastfeeding resources and directory, please visit the **Breastfeeding Coalition of Ventura County’s** website:
www.breastfeedventura.org

The **Ventura County Health Care Plan** strongly supports breastfeeding of infants. The Plan will reimburse the cost of a breast pump up to \$200 per pregnancy. To review the Ventura County Health Care Plan policy please go to:
<http://myvcweb/index.php/hr/benefits/work-life-program>

For the Plan reimbursement form, please go to:
<http://www.vchealthcareplan.org/> and search under ‘For Members’.

You can save money by paying for your breast pump and other related supplies with before-tax dollars by using a **Health Care Flexible Spending Account (FSA)**. You may enroll in a FSA when you first become eligible for these plans or during annual open enrollment. For more information on enrollment and the rules for participating in a Flexible Spending Account, contact: FSA.Account@ventura.org



Working and Breastfeeding: It Can Work!

County of Ventura

Lactation Accommodation
Policy & Support Program



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.**

Breastfeeding is **environmentally friendly.**

Families of breastfeeding babies **save money.**

Families of breastfeeding babies **miss fewer days of work.**



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 Ventura Supports Breastfeeding!

The County of Ventura understands the importance of supporting employed mothers to continue breastfeeding after they return to work.

The County of Ventura 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 Ventura adopted a Lactation Accommodation Policy 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://vcweb/ceo/HR/Benefits/Work_Life.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 the WorkLife Program Manager:

Before you deliver your baby

Before you return to work

Discuss with your supervisor:

Where can you pump?

Every work site has a designated lactation room/space.

Your own private office or cubicle.

Not a bathroom stall.

When will you pump?

During your break times and lunch.



What if pumping takes more than your break time?

You are allowed to take the time you need.

All breastfeeding employees will be provided two to three breaks along with the lunch period to express milk or to breastfeed their infant.

What if I work in a non-office worksite or I travel to several worksites?

You can use designated lactation rooms at any County worksite. Talk to your supervisor and/or the WorkLife Program Manager.

For more information about the **County of Ventura's** Lactation Accommodation Policy & Program, go to:

http://vcweb/ceo/HR/Benefits/Work_Life.htm

Or contact the WorkLife Program Manager at: worklife@ventura.org or 805/477-7234