

PERSONNEL & ANIMAL WELFARE

MOTION

Every year, approximately 1.8 million women in the United States return to work within six months of giving birth. Since a majority of women in the U.S. do not have access to paid maternity leave and return to work soon after giving birth, it is imperative to protect the breastfeeding rights of women in the workplace.

The American Academy of Pediatrics, World Health Organization, U.S. Surgeon General's Office, and the American Academy of Physicians all recommend nursing exclusively for at least the first six months of a child's life. Breastfeeding yields important immediate and long term health benefits for both the mother and infant.

In 2010, with the passage of the Affordable Care Act (ACA), employers with more than 50 employees were mandated to provide reasonable accommodation and time for workers who are nursing. Five years later, the journal of Women's Health Issues found that only 40 percent of new mothers who return to work have access to private space and the breaks they need.

The U.S. Department of Health and Human Services reports that employers that provide accommodations for lactation and breastfeeding benefit from retention of experienced employees, lower healthcare spending, decreased absenteeism, increased productivity, improved morale, and positive company image. Nonetheless, women who choose to continue nursing when they return to work face insurmountable obstacles that may force them to make a choice between their job and the best interest of their child. Work barriers, such as lack of adequate time and privacy, continue to be obstacles and contribute to low rates of breastfeeding in the U.S.

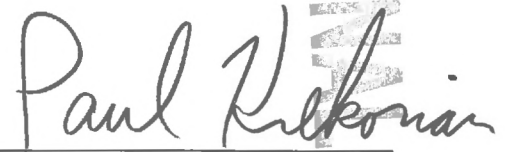
As one of the largest employers in the region, the City should strive to set an example. No employee of the City of Los Angeles should feel that her responsibilities to her employer prevent her from fulfilling her responsibility to her infant child.

I THEREFORE MOVE that the Chief Legislative Analyst, Chief Administrative Officer, the Personnel Department and the Department of General Services report on the City's compliance with this provision of the Affordable Care Act.

I FURTHER MOVE that the Chief Legislative Analyst, Chief Administrative Officer and the Personnel Department work with the City's Commission on the Status of Women and report back on how the City can raise awareness about this provision of the Affordable Care Act.

MAR 15 2016

Presented by:



PAUL KERKORIAN

Councilmember, 2nd District

Seconded by:

