



Healthy and Active Before 5

Sample Worksite Breastfeeding Policy

Please note: This policy is provided as a sample only.

Please revise and amend to suit the needs of your agency.

Rationale

California Law requires that all California employers must provide a reasonable amount of break time and make a reasonable effort to provide a private space, other than a toilet stall, close to the employees' work area, to accommodate an employee desiring to express breastmilk for her baby.

- Breastmilk is **the optimal food** for growth and development of infants.
- Breastfed infants are **less likely to become ill**.
- A substantial proportion of employee's lost work time can be attributed to child health problems.
- Breastfeeding mothers are **half as likely to miss a day of work** for a sick child compared to mothers of formula feeding infants¹.
- If 90% of US families complied with recommendations to breast feed exclusively for 6 months, **\$13 billion per year would be saved** and over 900 deaths would be avoided in the US²

Policy Statement

<Insert agency name> believes that it is essential to establish guidelines for promoting a supportive environment to enable breastfeeding employees to express their milk during work hours and to comply with California Lactation Accommodation Law (Labor Code 1030-1033).

- **<Insert agency name>** encourages employees and management to have a positive, accepting attitude toward working women and breastfeeding.
- **<Insert agency name>** promotes and supports breastfeeding and the expression of breast milk by employees who are breastfeeding when they return to work.
- Discrimination and harassment of breastfeeding mothers in any form is unacceptable and will not be tolerated at **<Insert agency name>**.

1. Bartick, M. Reinhold, A, The Burden of Suboptimal Breastfeeding in the United States: a Pediatric Cost Analysis, *Pediatrics* online, April 5, 2010
2. Cohen, Mrtek & Mrtek. Comparison of maternal absenteeism and infant illness rates among breastfeeding and formula-feeding women in two corporations. *American J of Health Promotion* 1995; 1092: 148-153.

Implementing the Policy

<Insert agency name> will make a reasonable effort to provide:

- A 20 to 30 minute break, paid or unpaid, for both morning and afternoon to nurse an infant or express breastmilk
- A private, clean space, reasonably near the employee's work area for breastfeeding or milk expression
- A clean, safe water source and a sink nearby for washing hands and equipment

Additional employer provided options for an enhanced lactation accommodation

- An electric breast pump that can be used by employees at work who provide their own collection kits
- A pleasant and attractive Breastfeeding Mothers' Break Room for exclusive use of breastfeeding women.
- Refrigerator space for storage of expressed breastmilk.
- Six to twelve weeks paid maternity leave
- Flexible work schedules including part-time work, job sharing or telecommuting
- Expanded **paid** break time
- Written breastfeeding policy that is communicated to all employees
- Written information about how to contact a skilled lactation care provider

Breastfeeding Employees of <Insert agency name> are responsible for:

- ✓ Keeping supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and <Insert agency name>.
- ✓ Keeping milk expression area, the area around it, and the electric pump clean and sanitary.
- ✓ Labeling all expressed milk that is stored in a common refrigerator with their name and date collected.
- ✓ Arranging for convenient times to meet one another's needs when more than one breastfeeding employee uses the lactation area.

For technical assistance, contact Emily Warming at healthyb45@gmail.com

Resources

Breastfeeding Advice

1. Contra Costa Breastfeeding Advice Line 1-800-878-7767
2. La Leche League 1-877-452-5324
3. John Muir Health (925) 941-7900
4. Sutter/Delta (925) 779-7200 x4206
5. Alta Bates (510) 204-6546
6. Kaiser
 - Walnut Creek (925) 295-4368
 - Antioch (925) 813-3879
 - Oakland (510) 752-7557
 - Richmond (510) 307-2514

Employer Tool Kits

1. The Business Case for Breastfeeding. Steps to Creating a Breastfeeding Friendly Worksite: Employees' Guide to Breastfeeding and Working
http://ask.hrsa.gov/detail_materials.cfm?ProdID=4122
2. CDC Healthy Worksite Initiative: Lactation Program.
<http://www.cdc.gov/nccdphp/dnpao/hwi/toolkits/lactation/index.htm>
3. Investing in Maternal Child Health: an employer's tool kit. National Business Group on Health. www.businessgrouphealth.org/healthtopics/maternalchild/investing.

Breastfeeding Supplies and Books

www.medela.com
www.amysbabies.com
www.ameda.com
www.lalecheleague.com
www.ChildbirthGraphics.com