



First 5 Contra Costa Breastfeeding Policy

Rationale

Supporting women so that they can continue to breastfeed when they return to work is important for child health, family support, and a family-friendly workplace. The California Lactation Accommodation Law (Labor Code 1030-1033) requires that all California employers make reasonable efforts to provide a private space - other than a restroom stall - and a reasonable amount of break time to accommodate an employee desiring to nurse or express breast milk for her baby.

Policy Statement

First 5 Contra Costa encourages all Contra Costa employers to promote and support breastfeeding and the expression of breast milk by their nursing employees when they return to work.

Implementing the Policy

First 5 Contra Costa encourages all First 5 employees to have a positive, accepting attitude toward working women who breastfeed and to flexibly and reasonably accommodate employees' breastfeeding needs.

First 5 Contra Costa will make a reasonable effort to provide:

- ✓ An expanded break for both morning and afternoon for employees to nurse an infant or express breast milk.
- ✓ A private Nursing Room for exclusive use of breastfeeding women.
- ✓ Refrigerator space in break room refrigerator or in common refrigerator for storage of expressed breast milk.
- ✓ A written breastfeeding policy that is communicated to all employees
- ✓ Written information about how to contact a skilled lactation care provider.

Breastfeeding Employees of First 5 Contra Costa are responsible for:

- ✓ Keeping supervisors informed of their needs so that appropriate accommodations can be made to satisfy both the employee and First 5 Contra Costa.
- ✓ Labeling all expressed milk that is stored in a common refrigerator with their name and date collected.
- ✓ Coordinating times to share the Nursing Room when more than one breastfeeding employee needs the space.

Resources

Breastfeeding Advice

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| 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.la lecheleague.com
www.ChildbirthGraphics.com