

## Worksite Lactation Support Policy

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.
- The US Department of Health and Human Services' Business Case for Breastfeeding reports that in addition to improving retention of experienced employees, breastfeeding leads to lower health care spending, decreased absenteeism, increased productivity, improved morale, and positive company image.
- Breastfeeding mothers are half as likely to miss a day of work for a sick child compared to mothers of formula feeding infants<sup>1</sup>.

In recognition of the well documented health advantages of breastfeeding for infants and mothers, the Food Bank of Contra Costa and Solano provides 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).

- Food Bank encourages employees and management to have a positive, accepting attitude toward working women and breastfeeding.
- Food Bank 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.

The Food Bank will make a reasonable effort to provide:

- A 20 to 30 minute paid break both morning and afternoon to nurse an infant or express breastmilk.
- A private, clean space close to the employees' work area for breastfeeding or milk expression.
- Educate supervisors on their responsibility for alerting pregnant and breastfeeding employees about the company's worksite lactation support policy, and for negotiating policies and practices that will help facilitate each employee's infant feeding goals. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees.

Breastfeeding employees of the Food Bank 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 the Food Bank.
- Keeping the milk expression area clean and sanitary.
- Labeling all expressed milk that is stored in a common refrigerator with their name.
- Arranging for convenient times to meet one another's needs when scheduling use of the lactation space.

1. Bartick, M. Reinhold, A, The Burden of Suboptimal Breastfeeding in the United States: a Pediatric Cost Analysis, *Pediatrics* online, April 5, 2010