

Policy for Supporting Breastfeeding Employees

In recognition of the well documented health advantages of breastfeeding for infants and mothers, the Office of County Supervisor Karen Mitchoff, provides a supportive environment to enable breastfeeding employees to express their milk during work hours.

The Office of County Supervisor Karen Mitchoff subscribes to the following worksite support policy. This policy shall be communicated to all current employees and included in new employee orientation training.

Company Responsibilities

Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

Milk Expression Breaks

Breastfeeding employees are allowed to breastfeed or express milk during work hours using their normal breaks and meal times.

A Place to Express Milk

A private room (not a toilet stall or restroom) shall be available for employees to breastfeed or express milk. The room will be private and sanitary, and have an electrical outlet for an electric breast pump. Our office also has a kitchen so employees have access to a clean sink with running water for washing hands and rinsing out breast pump parts. Our office also has a refrigerator in our kitchen, so all expressed milk can be stored in this refrigerator. It is the responsibility of the employee to properly label her breastmilk for storage in shared refrigerator.

Resources

Contra Costa WIC Program Regional Breastfeeding Liaison:

Monique Sims
2355 Stanwell Circle
Concord, California 94520
Phone: (925) 646-5200
E-mail: Monique.Sims@hsd.cccounty.us

La Leche League of Briones: Includes most of Contra Costa County

Website: <http://llnocal.org/groups/BrionesCA.html>

Facebook: <https://www.facebook.com/groups/LLLoEastBay/>

Leaders:

Anuta: (925) 818-4355

anutaportillostarkey@gmail.com

Shannon: (917) 209-3051

Shannonlalecheleague@gmail.com

Brianna: (585) 466-4603

Briana.westover@me.com

Bay Area Breastfeeding Support Group:

Website: <http://www.bayareabreastfeedingsupport.com/support-group.html>

Facebook: <https://www.facebook.com/groups/211086202257411/>

They meet the 2nd Friday of every month at:

880 Tennent Ave,

Pinole, Ca 94803

4:30-6pm

Staff Support

Supervisors are responsible for alerting pregnant and breastfeeding employees about our office's worksite lactation support program, 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.

Employee Responsibilities

Communication with Supervisors

Employees who wish to express milk during the work period shall keep supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the company.

Maintenance of Milk Expression Areas

Breastfeeding employees are responsible for keeping milk expression areas clean. Employees are also responsible for keeping the general lactation room clean for the next user. This responsibility extends to both designated milk expression areas, as well as other areas where expressing milk will occur.

Milk Storage

Employees should label all milk expressed with their name so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of her milk using the office's shared refrigerator.

Use of Break Times to Express Milk

When more than one breastfeeding employee needs to use the designated lactation room, employees can use the sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs.

Karen Mitchaff