

CONTRA COSTA REGIONAL MEDICAL CENTER
CONTRA COSTA HEALTH CENTERS

POLICY NO. 272?
OCTOBER 2010

WORK SITE BREAST FEEDING POLICY

I. PURPOSE

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 employee's work area, to accommodate an employee desiring to express breast milk for her baby.

II. REFERENCES

- 1) Academy of Breastfeeding Medicine www.bfmed.org
- 2) Academy of Pediatrics toolkit on Breastfeeding
- 3) WIC website
- 4) California Department of Health website
- 5) http://ask.hrsa.gov/detail_materials.cfm?ProdID=4122
- 6) <http://www.cdc.gov/nccdphp/dnpao/hwl/toolkits/lactation/index.htm>
- 7) www.businessgrouphealth.org/healthtopics/maternalchild/investing.

III. POLICY

Contra Costa Regional Medical Center and Health Centers believes that it is essential to establish guidelines for promoting a supportive environment to enable breastfeeding employees to express their milk during work hours to comply with California Lactation Accommodation Law. (Labor Code 1030-1033)

This will be accomplished by encouraging employees and management to have a positive and accepting supportive attitude toward women who return to work and choose to continue to breastfeed. No discrimination or harassment will be tolerated towards this woman who desires to express her breast milk at work to be able to continue providing the optimal food for the growth and development of her infant.

It also has been shown that breastfeeding mothers are half as likely to miss a day of work for a sick child since a breastfed infants are less likely to become ill compared to mothers of formula feeding infants.

IV. AUTHORITY/RESPONSIBILITY

The administration and staff of the Medical Center and Ambulatory Health centers

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V. PROCEDURE

A. CCRMC and CCHS will make a reasonable effort to provide the employee:

- a. A 20-30 minute break, paid or unpaid during the 1st and 2nd half of her shift to nurse an infant or express breast milk
- b. Provisions for a lactation room
 1. That is a private clean space reasonably near the employee's work area
 2. Has a clean safe water source and a sink nearby for washing hands and equipment.
 3. Has a few comfortable chairs (number depending on how many moms will be using the room.) The chairs should be low enough to the ground so that a mother's feet can touch the ground for comfort.
 4. Has a few good power outlets.
 5. Has a flat surface for working on

C. When possible CCRMC and CCHS will try and provide the following optional Extras:

1. An exclusive Lactation room design for comfort (is very important to ladies that are pumping, as it facilitates faster and more efficient milk flow)
2. A double action, electric, hospital grade breast pump. Moms must each provide their own breast pump attachments.
3. A small refrigerator for employee's milk storage.
4. A pad of sticky notes and a pen for marking milk containers in refrigerator.
5. A footstool for shorter moms
6. Magazines or books for reading.
7. A lactation room sign on the door.
8. Pillows for comfort.
9. A CD player

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10. Wall clock

D, Employees of CCRMC and CCHS are responsible for:

1. Keeping supervisors informed of their needs so that appropriate accommodations can be made to satisfy each other's needs.
2. Keeping milk expression area and equipment clean and sanitary.
3. Labeling all expressed milk that is stored in a common refrigerator with their name and date collected.
4. Arranging for convenient times to meet on another's needs when more than one breastfeeding employee uses the lactation area.

VI. ATTACHMENTS/ FORMS:

VII. APPROVED BY:

Breast Feeding Committee

(Infection Prevention and Control Program)

(Clinical Practice Committee)

(Patient Care Policy and Procedure Committee)

(Medical Executive Committee)

VIII. Created Date

05/06/2013

IX. DATE REVISED