



Breastfeeding

Making the Connection to Better Health

Vision:
Breastfeeding is the Cultural Norm



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- CDC Communities Putting Prevention to Work (CPPW) funding
- Breastfeeding Task Force is a partner with the LA County Department of Public Health



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RENEW LA Breastfeeding Strategies

- Support the 3 LA County run hospitals to achieve the Baby Friendly Designation
- Support 2 large employers and 8 county departments to implement worksite lactation accommodation policy
- By March 2012
- Board of Supervisors voted to approve these strategies



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Breastfeeding: Cost effective for Employers

- Mothers of breastfed babies miss half as many days of work due to child illness
- Companies with lactation support programs have:
 - Lower employee turnover
 - Improved morale
 - Higher job satisfaction
 - Higher productivity
 - Positive public relations
 - Reduced healthcare costs
 - (\$700/participant)



Source: *The Business Case for Breastfeeding*, 2008

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Lactation support requires few resources

- Policy for atmosphere of tolerance of lactation
 - Privacy to express milk
 - Flexible breaks
 - Management support
 - More is helpful:
 - Electric breast pump
 - On-site child care
 - Support group
 - Lactation consultant access
 - Paid maternity leave



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It Is the Law!

Mothers have the LAW on
their side



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Lactation Accommodation Legislation - Federal

- Part of the Affordable Health Care Act of 2010
- Requires reasonable break time and space for nursing mothers
- Applies to non-exempt employees
- Local Department of Labor staff is actively supporting our work
- Distributing Break Time for Nursing Mothers Fact at all investigations
<http://www.dol.gov/whd/nursingmothers/>



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Lactation Accommodation Legislation

2002, California Labor Code 1030-1033

- All California employers are required to provide a reasonable amount of break time and make a reasonable effort to provide a private space, other than a toilet staff, close to the employee's work area, to accommodate an employee to express breastmilk for her baby
- http://www.dir.ca.gov/dlse/faq_restperiods.htm



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California Fair Employment and Housing Commission

- Pregnancy discrimination regulations have been revised and adopted - <http://www.fehc.ca.gov/>
- Pregnancy related medical conditions now include lactation
- Lactation should be accommodated
- We have an attorney ready to provide legal services



Los Angeles County

- The County itself is the largest employer in the county
- We provided TA on a county-wide policy
- The labor unions are now reviewing it
- We can provide TA for implementation in 8 of the 40 departments



LAC Department of Public Health: The Story of the Traveling Curtain



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City of Los Angeles

- Personnel is considering requesting a mayoral directive
- Lessons Learned
 - It has been a difficult and convoluted path to find the department that will 'own' a city wide policy
 - The executive branch appears to be the decision maker about City employees policies
 - Motivator: get ahead of the Fair Employment and Housing Commission revised regulations and the new Federal law



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Kaiser Permanente

- Regional Baby Friendly work has included developing model worksite accommodation policies
- Lessons Learned
 - Big push back from HR
 - Somewhat confusing to tie it to Baby Friendly
 - Kept looking for a Senior VP to 'sponsor' the project
 - Motivators
 - Obesity prevention
 - Employee wellness
 - It is the 'right' thing to do
 - Short time line when we have funding to provide TA



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California State University System

- 23 campuses statewide and 5 in LA County
- Chancellors' Office decided to adopt policy to reflect the Federal Law
- Lesson Learned
 - Money talks: We can provide free TA to implement policy in LA County this year, and this year only



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Other Large Employers Showing Interest

- Bank of America
- Cedars Sinai Medical Center
- City of Long Beach
- Walt Disney Co



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Overall Lessons Learned

- Lack of awareness about the law
- Confusion about the law
- Common misconception: this is all about rooms
- Large employers are complex
- Decision making varies
- Finding a champion who is willing to understand this issue is difficult
- Breastfeeding is always personal



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What can you do?

- Review your lactation accommodation practices
- Implement policy
- Communicate it routinely
 - New employee orientation
 - Annual sexual harassment & discrimination training
 - Upon departure for maternity leave
 - Upon returning from maternity leave



See www.breastfeedingworks.org

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The way to do things is to begin

Horace Greeley



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Contact Us

- Karen Peters, Executive Director
 - kpeters@breastfeedla.org
- Genevieve Colvin, Project Coordinator
 - gcolvin@breastfeedla.org
- Voicemail/fax: 213-596-5776

Visit us on the web at:
www.breastfeedla.org

