Breastfeeding

Making the Connection to Better Health

Vision:
Breastfeeding is the Cultural Norm

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

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
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

It Is the Law!

Mothers have the LAW on their side
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/

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
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

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
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

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
Other Large Employers Showing Interest

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

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
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

The way to do things is to begin
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