

To: San Diego County Breastfeeding Coalition – Board of Directors
From: Dr. Eyla Boies and Mendy Mattingly
RE: San Diego Breastfeeding Friendly Award 2007

This year we are excited to award three businesses for the San Diego County Breastfeeding Friendly Award. Each of the awardees have a special area that they have excelled and we would be remiss if we did not acknowledge each of their efforts and accomplishments.

Robert Cromeans has an onsite daycare and breastfeeding room that employees can use during the workday. The onsite daycare is to be commended so mothers can keep that important bond of actually breastfeeding rather than pumping. The most amazing thing is there is **no additional cost** to the employees for the daycare!

Scripps Institute of Oceanography (at UCSD) had, by far, the most relaxing, comfortable, peaceful, tranquil and well thought out lactation room that could serve as a model for other workplace lactation rooms. The room is used for no other purpose and only lactating mothers have access to the room through a locked door with a secure code. The women who championed this project had many hurdles to overcome including dealing with a public university and navigating proper channels. Interesting they had some difficulty working with the women's center, a UCSD entity that oversaw installation of several other lactation rooms on the main campus. They also have an onsite Medela Lactina pump for mothers to use.

American Academy of Pediatrics is our smallest employer and a non-profit, yet figured out creative ways of working within their budget to provide things such as a comfortable chair, privacy screening, refrigerator and microwave, but most importantly flexibility! It is also important to acknowledge that they are practicing what they preach. That is, they recommend breastfeeding to mothers throughout the county and send lactation specialists to the homes of new moms. It is important to recognize that they support their own breastfeeding moms in the workplace.

As a reminder, California Labor Code Sections 1030–1033 require both private and public employers to provide a reasonable amount of break time to accommodate an employee desiring to express milk for the employee's infant child. The break time shall, if possible, run concurrently with any break time already provided to the employee, but additional time may be requested. Break time that does not run concurrently with already provided breaks is unpaid. The employer must also make reasonable efforts to provide the employee with a place, **other than a toilet stall**, for the employee to express milk. The lactation break time is not required if doing so would seriously disrupt the operations of the employer. A \$100 civil penalty may be awarded for each violation.

For details of each of these workplaces and the ways in which they support mothers, please see the attached pages.

Cutting Hair Not Value.

Robert Cromeans Salon in San Diego is a private medium size employer. It has approximately 70 full and part-time employees and about 85% of which are women.

This high end downtown salon supports breastfeeding mothers by not only has a place to express milk for breastfeeding mothers, but actually has an onsite daycare to allow the mothers to breastfeed their babies during the day rather than pump! This on site daycare for employees is a benefit in more ways than one. There is **no additional cost** to the employee for this onsite daycare.

What is also particularly amazing at this particular employer is that these are women who are on their feet all day, do not have their own private offices – or even cubicles or other private setting. So, it is especially important for these mothers to have this available to them. The employees have control over their appointments and schedules so working in breaks to breastfeed or pump is within the control of the employee.

In addition to the daycare, the room has comfortable chairs to express breastmilk, a refrigerator for storage of the breastmilk, a nearby sink in a restroom, and a microwave for sterilizing equipment. The room has a locking door and employees are aware of this room as it is near the daycare. Sue also mentioned that the room is available to customers if they need to breastfeed or change a baby (but the daycare is not for insurance and other reasons). Sue does believe that employee retention is due in part to the onsite daycare and ability to maintain a bond with their child.

Robert Cromeans currently does not have a formal written policy in their Employee Handbook describing the support of breastfeeding and lactation accommodation for breaks. But, in meeting with the Director (?), Sue Passman informed us that when an employee informs her that the employee is pregnant and discusses leave options she verbally covers the daycare benefits and discusses the option for breaks to breastfeed. This room and onsite daycare has been around for approximately eight (8) years so most employees would be aware of it through hearing of other mothers returning from maternity leave.

Robert Cromeans does not offer prenatal or postpartum classes on breastfeeding and does not utilize the services of a lactation consultant but in having an onsite daycare and an environment full of women, it would seem that they have their own support network for other mothers wishing to breastfeed and to share in tips and techniques. They certainly provide the platform of support. In addition, Sue said she was not aware of World Breastfeeding Week and does not currently do anything to promote breastfeeding, but would be willing to do so.

Practice What You Preach.

American Academy of Pediatrics California, Chapter 3, is a small, only 8 employees, non-profit organization. This chapter is one of four chapters in California and is its own 501(c)(3) organization. There is a high percentage of women, with two currently on leave and one having just returned and successfully breastfeeding!

This small employer supports breastfeeding mothers by providing a private room, with a comfortable chair to relax and pump in. Although there is no lock on the door, the current breastfeeding mother has designed a great “do not disturb” sign complete with a picture of her little one asking others to not interrupt. The area has a sink, a refrigerator and microwave for sterilizing parts. Although the refrigerator is used for other things, the office environment is truly a family affair.

The mother we interviewed stated that what she appreciates most is the AAP’s flexibility. As many working mothers know, this is key to maintaining a successful supply of milk. The mother is able to bring in her little son if necessary without hassles and AAP has allowed the mother to decide to work part-time without question or feeling like she should look for other work or that this needed to be decided well in advance of her plans for maternity leave. AAP also allows employees work from home, which certainly can help in maintaining regular breastfeeding.

Within the AAP’s Chapter policies, they have a formal written policy on lactation accommodation, along with Family and Medical Leave, but not Pregnancy Disability Leave. (Under the statutes in California, however, non-profits are not required to provide either leave). Although there is nothing formally written, it is important to note that employees have taken leaves above and beyond what is in the policies including 3, 4, and 5 month leaves of absence. The policies are provided to all employees when hired and discussed verbally when an employee notifies AAP that she is pregnant.

The AAP does not offer prenatal or postpartum classes on breastfeeding to employees but through their First Five program and other opportunities, employees are able to attend these types of classes for free. They gladly distribute SDCBC Breastfeeding Resource Guide. They do not use the services of a lactation consultant, but no one has seem to need it or ask.

They do not have an onsite day care, but they have considered it and it has been dependent on the needs of the employees. The mother we spoke stated that she works better when she is away from her son, but loves having the option of bringing him in if necessary.

As far as promoting breastfeeding, that is part of the programs educational material and purpose of getting out in the community. They publish various brochures and send lactation consultants throughout the county to first time mothers. They have various First 5 contracts from the state with the use of Prop 10 (tobacco tax) money.

It's All About The Environment.

Scripps Institute of Oceanography's ("SIO") mission is to seek, teach and communicate scientific understanding of the oceans, atmosphere, Earth and other planets for the benefit of society and the environment. Overlooking the vast coastline, it's location is inspirational and provides perspective on just how little things contribute the whole world.

SIO supports breastfeeding mothers by providing a tranquil and peaceful room to express breastmilk. The mother's room was established over a year ago and is located within the library restroom, but think "Nordstrom style lounge." The room is tastefully decorated with a newly recovered green couch, toss pillows in Palm Tree theme, wall art that maintains the "environment friendly theme", stainless steel refrigerator dedicated exclusively for breastmilk, a microwave to sterilize equipment, a Medella Lactina pump for employees and graduate students to use, a desk, lamp, chair, paper towels, hand sanitizer and even a peaceful water fountain to calm the senses. Just outside the room there is a sink for rinsing and washing hands. The room also includes a bulletin board where mothers have proudly displayed their little angels. It is also equipped with WiFi so mothers can surf the net or respond to emails if so desired. If they choose to relax in other ways, a magazine rack and magazines are available for their use. Only lactating mothers can access this little piece of serenity by contacting the Women's Center at UCSD to reserve the room and receive the access code to the secured facility.

Employees are notified of the mother's room through a SIO specific newsletter, an all employee email, and the "daycare" group email distribution list. There is a UCSD campus policy and the room is supposed to be identified on a campus website. There is no formal policy explaining the breastfeeding friendliness of specifically SIO or in the process to contact Women's Center and reserve their time. However, the Human Resources person that we met with stated she is going to change that and provide a handout to all employees who state they are pregnant and include it with the leave of absence papers.

They also have prenatal and postpartum classes on breastfeeding offered through UCSD Medical if the employee uses a UCSD affiliated OBGYN or delivering at UCSD. There is no cost for these classes. There is also a UCSD Lactation Helpline that mothers can access and speak directly to a lactation consultant. Separate from SIO, but affiliated with UCSD is an Early Childhood Education Center for daycare options for infants through pre-kindergarten.

They do not do anything special to promote breastfeeding such a World Breastfeeding Week, but as part of the UCSD system, UCSD certainly does and is also a baby-friendly hospital.

The down side with this room is that it is a little bit of a walk and mothers would certainly have to discuss at length the time they need to express milk as the walk alone could be 5 or 10 minutes of their permissible paid breaks. But, given the liberal nature of the school, Amber did not think it would be any concern to work out individualized break times with departments by rearranging scheduling or other things so mothers could successfully continue to breastfeed after returning to work.