

WORKSITE WELLNESS AND LACTATION ACCOMMODATION

The Business (and School!) Case for Breastfeeding

UCSD Department of Pediatrics
Center for Community Health



LACTATION ACCOMMODATION IN THE WORKPLACE

Did you know...

Mothers are one of the fastest growing segments of the workplace?

In 2012, **57%** of all mothers with infants were employed?



HOW CAN YOUR SCHOOL...

- Decrease employee absenteeism?
- Increase employee loyalty, retention, productivity as well as recruitment of top quality employees?
- Reduce health care costs?
- Improve the health of women and children?
- Comply with **federal and state laws?**

HOW?

By adopting
a lactation
accommodation
policy!



BREASTFEEDING

It Rocks!

Providing a breastfeeding-friendly workplace
doesn't only make sense for babies and moms,
it also makes business sense.

WHO BENEFITS FROM LACTATION ACCOMMODATION?

Your School



Public Health



Our World

HOW LACTATION ACCOMMODATION BENEFITS... YOUR SCHOOL

Babies today...



...your students tomorrow



HOW LACTATION ACCOMMODATION BENEFITS... YOUR SCHOOL



Lactation support is **THE** most powerful signal you can send to employees and visitors that your school provides a supportive environment for women

HOW LACTATION ACCOMMODATION BENEFITS... YOUR SCHOOL

- ❑ Decrease employee absenteeism?
 - ✓ *Absenteeism is 3 times higher for mothers of formula-fed infants compared to moms who breastfed their infants*

- ❑ Increase employee loyalty, retention, productivity as well as recruitment of top quality employees?
 - ✓ *91% of the “100 Best Companies for Working Women” support breastfeeding in the workplace*

- ❑ Reduce health care costs?
 - ✓ *Companies that adopt breastfeeding support programs see a cost savings of \$3 for every \$1 invested in the program*
 - ✓ *Insurers pay at least \$3.6 billion each year to treat diseases and conditions preventable by breastfeeding*

HOW LACTATION ACCOMMODATION BENEFITS...PUBLIC HEALTH

Mothers/Employees

- Lower risk of some cancers, including breast and ovarian
- Lower risk of diabetes
- Lower risk of osteoporosis
- Lower rates of postpartum depression

Infants/Dependents

- First line of defense against obesity
- Lower risk of infections and illnesses
 - Ear infections
 - Respiratory infections
 - Dermatitis
 - Gastrointestinal disorders

HOW LACTATION ACCOMMODATION BENEFITS...PUBLIC HEALTH

“Breastfeeding is a very important economic and public health issue.” Dr. Melissa Bartick, Harvard Medical School

The United States would save \$13 billion per year and prevent an excess 911 deaths - nearly all of which would be in infants - if 90% of families would comply with medical recommendations.

For every 1,000 babies not breastfed, there is an excess of 2,033 physician visits, 212 days in the hospital, and 609 prescriptions.

HOW LACTATION ACCOMMODATION BENEFITS...OUR WORLD

- The manufacturing of packaging for artificial baby milk creates toxins and uses paper, plastic and tin.
- Each cow used to produce baby formula needs 10,000 square meters of land, which leads to deforestation and soil erosion.
- The production of artificial baby milk, baby bottles, nipples and other bottle feeding accessories require a great amount of energy worldwide.

LACTATION
IS



GREEN

LACTATION ACCOMMODATION AND THE LAW

Have you heard...

**Lactation
accommodation
in the workplace
is the federal and
state law?**



**Compliance is
not difficult!**

The Basic Needs of Breastfeeding Employees are Minimal

Time and **space** to express (pump) milk regularly

Information on how to successfully combine employment and breastfeeding

Access to resources that address breastfeeding questions and concerns

Support from supervisors and colleagues

Policy!

Basic Needs of Breastfeeding Employees

Provide break **time for employees to express milk**

By law, employers must provide a reasonable amount of time for women who choose to express milk.



Basic Needs of Breastfeeding Employees

Provide **space** for employees to express milk

By law, employers must provide a clean space that is:

- 1) private
- 2) free from intrusion
- 3) NOT a bathroom

Ideally, the space is near employees' work area



Basic Needs of Breastfeeding Employees

Information
on how to
successfully
combine
employment
and
breastfeeding

UCSD's Lactation
Supportive Environments
Team can support your
school with information



Basic Needs of Breastfeeding Employees

Access to resources that address breastfeeding questions and concerns

UCSD's Lactation Supportive Environments Team can provide resources for your staff and school



Basic Needs of Breastfeeding Employees – Accessing Resources

The UCSD Lactation Supportive Environments Team has provided your District's Human Resources Department with information and resources.

Contact your District Administration Office for practical and actionable tools and assistance.



CALIFORNIA SCHOOLS SUPPORT LACTATION ACCOMMODATION

A copy of the
California School
Boards Association
Sample Lactation
Policy is available
here:

http://www.csba.org/GovernanceAndPolicyResources/DistrictPolicyServices/~media/CSBA/Files/GovernanceResources/PolicyNewsBriefs/Employees/2011_07_SamplePolicy_LactationAccommodation.ashx

CSBA Sample Board Policy



All Personnel

BP 4033(a)

LACTATION ACCOMMODATION

Note: The following **optional** policy may be revised to reflect district practice. Both federal and state law require that employees be provided reasonable break time and an appropriate location to accommodate their desire to express milk for their infant children. The Patient Protection and Affordable Care Act (P.L. 111-148, 2010) amended 29 USC 207 of the Fair Labor Standards Act (FLSA) to require employers to provide reasonable break time for nursing mothers, but applies only to employees who are not exempt from the overtime pay requirements of the FLSA (i.e., classified employees). State law (Labor Code 1030-1033) applies to all district employees. Where provisions of the two laws conflict, the statute providing greater protections for employees supersedes. The district should consult legal counsel if questions arise about the application of these laws to a particular employee.

The Fair Employment and Housing Commission has determined that, because breastfeeding is an activity intrinsic to females, termination of an employee because she was still breastfeeding after returning to work from pregnancy disability leave was sexual discrimination in violation of Government Code 12940 and 12945 (*Chavez v. Acosta Tacos*). Furthermore, pursuant to Labor Code 1033, violation of Labor Code 1030-1033 may result in a citation from the Labor Commissioner and/or a civil penalty.

The district should ensure consistency of this policy with provisions in the district's collective bargaining agreement, if any, related to break times or other employment issues.

The Governing Board recognizes the immediate and long-term health advantages of breastfeeding for infants and mothers and desires to provide a supportive environment for any district employee to express milk for her infant child upon her return to work following the birth of the child. The Board prohibits discrimination, harassment, and/or retaliation against any district employee who chooses to express breast milk for her infant child while at work.

SAN DIEGO UNIFIED SCHOOL DISTRICT RESOLUTION

“NOW, THEREFORE, BE IT RESOLVED, that the San Diego Unified School District Board of Education, in the interest of children’s and employees’ health, encourages supervisors and managers to create supportive work environments for employees who breastfeed by following directives and providing a positive atmosphere to help them continue to breastfeed while working.”*

*** San Diego Unified School District was a 2012 Breastfeeding Friendly Workplace Award Winner**

**There is a reason behind
everything in nature**
ARISTOTLE (384-322 BC)

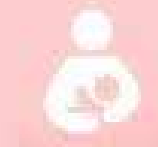


REQUEST MORE INFORMATION OR SHARE YOUR SUCCESS STORIES

Contact UC San Diego's
Lactation Supportive
Environments Team

LWLactation@ucsd.edu
www.HealthyWorks.org
www.breastfeeding.org

We're here to help!



**KEEP
CALM
AND
PUMP
ON**

ACKNOWLEDGEMENTS

**Funding provided in part by the
County of San Diego, Health and
Human Services Agency and First
5 Commission of San Diego**