County of Monterey
Lactation in the Workplace Policy

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Program Content

- Find your champion!
- Assemble a task force
- Develop and implement a work plan
- Training module
History of Workplace Lactation in Monterey County

- 2001 - Health Department breastfeeding policy
- Predated state and federal statutes
- Provided break time and place to pump
- Informational packet before maternity leave
- Limited promotion
- Fast forward to 2008…
History of Workplace Lactation

- Baby boom in Health Department!
- Staff researches latest evidence, strategies
- 2001 policy needs a make-over!
- Revisions begin...but then...politics
- A heavy fog fell over the land...
Champion Jane

Supervisor Jane Parker submits a board referral
Board Referral

Requested:

- A comprehensive county-wide lactation accommodation policy
- Additional strategies to support County breastfeeding employees
- Reports on breastfeeding rates and childbirth interventions that affect successful BFing
Task Force

- Initial goal: revise Health Department policy
- Work group led by Deputy Health Officer
- Policies from other counties reviewed
- New MCHD policy adopted 2009
Adoption of Policy

- Task Force promotes and begins support of new policy throughout Health Department
- 3/2010 - County HR places County-wide policy on consent calendar using HD policy as a model
- 4/2010 - Resolution to amend Personnel Policies and Practices to add Section on Lactation in the Workplace is adopted
- One of only 5? counties with a policy
Time Line Of County BF Policy

- Monterey County Health Dept. Policy
- Health Dept. begins revision of policy
- New Health Dept. Policy Approved
- CAO’s office revises Health Dept. policy for county-wide application
- Board passes BF policy

- 2001: California Lactation in the workplace law
- 2002: Board Referral: Jane Parker request for County policy
- 2008: Federal Lactation in the workplace law
- 7/09: New Health Dept. Policy Approved
- 12/09: 3/10: 3/10: 04/10: Board passes BF policy
Post-Policy

- Task Force developed a work plan of strategies to implement policy
- New members from CAO office, HR, HD, Facilities, Resource Management Agency, NMC
- Basic Strategies and Best Practices developed
  - Matrix
  - Benefits, Challenges, Estimated Cost, Suggested Leads
Task Force Accomplishments

- Website has been developed with resources for breastfeeding families
- Breastfeeding educational packets given to employees prior to their/spouse’s/partner’s maternity leave
- Information promoting benefits of breastfeeding are displayed in break areas
Monterey County Supports Breastfeeding

Human milk for human infants
- Babies were born to be breastfed
- Human milk is best for building a strong immune system

Breastfed infants are healthier
- Fewer and less severe infections
- Reduced risk of some childhood cancers, diabetes and becoming overweight/obese

Breastfeeding keeps mothers healthier
- Mothers who breastfeed may lose more weight than non-breastfeeding mothers
- Reduces the risk of breast cancer, diabetes and becoming overweight/obese

Breastfeeding is environmentally sound
- Breastmilk is the ultimate locally grown food
- Breastfeeding requires no fossil fuels for its manufacture

Breastfeeding is economical
- The cost of infant formula is over $1,500 per year
- Breastfeeding reduces health care costs

For information on the Monterey County Lactation in the Workplace Policy and the location of Lactation Rooms in the County refer to the Lactation and Breastfeeding Webpage at www.mntyhd.org. Click on “Children’s and Family Services” and then “Lactation and Breastfeeding Resources.”

If you are breastfeeding, talk to your supervisor about scheduling options that allow you adequate break time to express your milk or feed your baby. Wellness release time can be used to attend breastfeeding classes.
Task Force Accomplishments

- Employee Wellness Program’s newsletter
- Expectant and breastfeeding employees & spouses use Wellness release time for breastfeeding classes
- Paycheck messages promoting breastfeeding and the policy have been distributed to 4000+ County employees
- Human resource staff from each department has attended a training on lactation accommodation
Payroll Message

Announcements

Subject: A VALENTINE'S DAY MESSAGE FROM THE MC BREASTFEEDING COORD

Link: www.mtvhd.org

Comments: If you or your partner is pregnant, don’t forget to ask your departmental benefit coordinator for the Lactation in the Workplace Packet before you go out on family leave. Monterey County is one of only four California counties that have a written lactation in the workplace policy. To review the policy and helpful resources, click on the link below and then “Children’s and Family Services” to access the Lactation and Breastfeeding Resources webpage.
Breastfeeding Classes

From: 411-HealthPromotion x4574
Sent: Thursday, November 15, 2012 4:58 PM
To: Z-County Everyone
Subject: Wellness Workshop: Breastfeeding Your Baby
Lactation Room Designation
You've worked hard for what you've earned. Don't let it go to waste.

County of Monterey

Lactation in the Workplace

Employee and Supervisor Training Module
# How does the County Lactation Policy differ from state & federal laws?

<table>
<thead>
<tr>
<th>Monterey County</th>
<th>Federal and/or State</th>
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</thead>
<tbody>
<tr>
<td>Applies to <strong>Monterey County</strong> as an employer.</td>
<td>Applies to every employer.</td>
</tr>
<tr>
<td>Provides a reasonable amount of break time.</td>
<td>Provides a reasonable amount of break time.</td>
</tr>
<tr>
<td>Provides use of clean, comfortable space or <strong>“Lactation Area.”</strong> Should have outlet, table and chair and be near a sink and refrigerator.</td>
<td>Provides <strong>room</strong> or other <strong>secure</strong> location, other than a toilet stall.</td>
</tr>
<tr>
<td><strong>HR department responsible</strong> for designated Lactation Areas. Managers and supervisors shall respond to any request.</td>
<td><strong>Employer responsible</strong> to accommodate breastfeeding employee.</td>
</tr>
<tr>
<td>Each department shall create an <strong>atmosphere of tolerance</strong> regarding lactation in the workplace.</td>
<td>Law encourages employer support, but it is not part of the law.</td>
</tr>
<tr>
<td>Department HR staff will work with employee for <strong>unusual circumstances.</strong></td>
<td>Neither law mentions anything regarding unusual circumstances.</td>
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</table>
“Laura”

“I tried to pump for my baby but my supervisor said there was no spare office available so I should just use the bathroom. I felt so dirty going in there but I had no choice.”
1. What part of the federal and state law is Laura’s supervisor in violation of?

A) Providing reasonable break time
B) Providing use of an adequate space
C) Providing her extra paid time to pump
D) Forcing her to pump in the bathroom
E) Both B and D
“David”

“I’m a supervisor and I have to be careful that I don’t give extra favors to breastfeeding workers or everyone else will go to the union. It’s just easier if women keep their private business private.”
What can David do so that workers don’t complain about him giving extra favors to breastfeeding women?

A) Not get involved with the issue.
B) The law requires David to provide lactation accommodation and he must comply; no favor is granted.
C) Make sure all employees have been oriented regarding the Monterey County Lactation in the Workplace Policy.
D) Both B and C.
Future Directions

- Revise policy to reflect new legislation
- Roll out training module
- More training for HR leads
- Website updates
Thank You!
Come Visit Monterey County!