

The businesses here today are being recognized because they make it *easy* for breastfeeding employees to express milk at work by (1) creating written breastfeeding policies; (2) ensuring all staff are aware of their policies; (3) informing expectant employees about accommodating their breastfeeding needs before and after leave; and (4) creating an atmosphere of support.



The California Breastfeeding Coalition (CBC) is a grassroots coalition of 43 community breastfeeding coalitions, as well as public and private partnerships that have broad reach within California's communities. Our mission is to improve the health and well-being of Californians by working collaboratively to protect, promote, and support breastfeeding. The aim of these collaborative efforts is to remove all barriers to breastfeeding in California.

Visit the California Breastfeeding Coalition website to view policies and photos of the various lactation accommodation spaces described in the awardee descriptions. <http://californiabreastfeeding.org/>



The Sacramento Breastfeeding Coalition is a non-profit association of regional representatives, businesses, mothers, lactation consultants and other health care professionals. We welcome anyone interested in improving infant, family and community health by making breastfeeding the societal norm as we promote, support and protect breastfeeding in all areas of life. The Sacramento Breastfeeding Coalition supports many activities in the county including the Mother-Baby Friendly Award Program, the Mommy Lounge at the California State Fair, and the Nursing Lounge at Golden 1 Center.



Sponsored by:
Dr. Richard Pan
State Senator
District 6

MOTHER-BABY FRIENDLY WORKPLACE AWARDS May 23, 2017

The Rose Ann Vuich Hearing Room 2040

AGENDA

11:00 AM

Welcome

Robbie Gonzalez-Dow,

Executive Director

California Breastfeeding Coalition

11:05 AM

Amie Bergin

Deputy Labor Commissioner III

Division of Labor Standards Enforcement

Department of Industrial Relations

11:10 AM

Dr. Erin Schwab

Vice Chair, Public Health Committee of Resident Fellow

section of American Medical Association

UC Davis Medical Center

11:15 AM

Senator Dr. Richard Pan

Senate District 6

11:20 AM

Presentation of Awards

Dr. Richard Pan, Senate Member, District 6

California Breastfeeding Coalition

Sacramento Breastfeeding Coalition

12:00PM

Closing



Breastfeeding
Coalition of
Placer County

2017 Award Recipients—California Breastfeeding Coalition

Anderson Valley Health Center in Mendocino County not only prioritizes their patients by providing high-quality health care, but also prioritizes their employee's individual needs. In the last two years alone, the Health Center has supported four lactating mothers, which has facilitated five babies to be successfully breastfed meeting each individual mother's breastfeeding goal! The employees have flexible options to provide breastmilk to their babies. Mothers can leave the worksite to nurse during work hours, to nurse babies on-site, or pump in the spacious private room with a comfortable seating area, sink, electrical outlets and pump. The employees consider this Health Center incredibly mother-baby friendly and a fantastic pro-breastfeeding work place.

As a designated Baby-Friendly Hospital located in Los Angeles County that is dedicated to supporting the breastfeeding needs of its patients and employees, **Greater El Monte Community Hospital** inaugurated a "Mother's Lounge" for lactating employees. The Lounge is a converted office that locks internally and is outfitted with a sink, refrigerator, comfortable heated massage chair, and pump. Pregnant employees are informed about accommodations by HR prior to the beginning their family leave and upon returning from family leave. The hospital lactation consultant serves as continued support and resource for the employee. Staff has stated that they are thankful to have a clean, quiet, and private space to express milk. It has helped them to maintain regular pumping schedules.

The **LA BioMed WIC Program** has 250 employees and has made every effort to ensure that breastfeeding employees have a place to pump according to each employee needs. They provide a supportive environment by allowing for extended break time to pump, providing a hospital grade electric breast pump and refrigerator, and connecting the employee to a breastfeeding peer counselor for continued education and support. The written breastfeeding policy is presented to all staff with emphasis on how the breastfeeding mom needs everyone's support. Their goal is to always create a culture of support for lactating moms who pump at work so that she can be successful with her breastfeeding goals.

Los Angeles County Employees Retirement Association (LACERA) located in Los Angeles County has a special "Lactation Support Program" that offers a breastfeeding-friendly workplace and accommodates the needs of breastfeeding employees. LACERA has a designated Lactation Room that provides privacy, comfort, and sanitation for lactating mothers. They are proactive in orienting employees about the Program prior to maternity leave. Additionally, return to work consultation is provided. The Program also includes a meeting with the employee and the supervisor upon return from maternity leave to establish a work schedule that facilitates the employee's lactating needs. LACERA surveyed their current nursing mothers and overall the consensus was that the Program increased workplace satisfaction, respect, support, appreciation for nursing and working mothers. The mothers view LACERA as a family-friendly workplace because the Lactation Support Program is offered as a value-added benefit that is encouraged and shared with all LACERA employees.

McSwain Elementary School, a small school district with two campuses located in Merced, has invested efforts into increasing wellness for both the students and the employees. This includes the School Board adopting a gold standard lactation accommodation policy to ensure women returning to work have ample space and time to express her milk or feed her baby directly. The policy ensures the onus to have class time or yard duty supervised is not on the employee. The Principal or Superintendent will find someone to cover duties as needed. This guarantees that women can pump without feeling worried and pressured with time. An office within the administrative area is used to provide the mother with a place to express milk; however, the mother may choose feed or pump within the classroom as well. Children are always welcome on campus for direct feeding. At McSwain, a healthy environment has been created for mothers to feel supported and to balance their motherhood with the duties at school.

Delta Health Care located in San Joaquin County has created an extremely supportive environment for breastfeeding employees by normalizing breastfeeding through a flexible accommodation policy, breastfeeding promotion and education to all staff, and having an open door communication policy. They provide employees with multiple options of where to express milk, such as a breastfeeding nook, an office or wherever the employee feels comfortable. In addition, the employee is provided with access to a breast pump and supplies. Stated by one employee, "It truly is amazing to work in an office and for a company that is so supportive and flexible. I am successfully breastfeeding/pumping because they've been so accommodating."

2017 Award Recipients—Sacramento Breastfeeding Coalition

Anthem Blue Cross Medi-Cal offers a "new mother transition" week. Anthem Blue Cross has a "Mother's Room" available to all pumping associates. It is complete with a comfortable chair, a counter with a sink so you can rinse any pumping supplies, a mirror and a private mini fridge for proper storage. "*Anthem Blue Cross- Medi-Cal was extremely accommodating to me as a new mother. My manager ensured that I had adequate time for my scheduled breaks allowing me extra time to get settled in the nursing room that was located on the 4th floor. I was able to pump without feeling any pressure. Without the support of my manager, there is no way I would have been able to pump/breast feed my baby for the full recommended 12 months!*" —Katie Lazaruz

California Medical Association endeavors to be family-friendly workplace, and has made strides in the past few years to bolster its already friendly policies (re: family leave) with supportive accommodations, and a work-culture focus on supporting breaks and other needs of mothers in the workplace. Additionally, in recent years we have strived to provide similar accommodations to our staff and members while at our annual conferences- which was expressed as a barrier to participation in some activities. "*The Mother's Room is an excellent conversation starter about how to return to work, and the kind of employer that CMA is. The space itself is very well-done - complete with tasteful and cheery artwork, and ample room to work, clean, or relax.*" —Michelle Champanion

Community Resource Project, Inc. has several locations in Sacramento, and supports breastfeeding employees in each location. "*When I first got hired by CRP 2 years ago, I felt like I was "the new girl" and afraid to mention I had a newborn because of fear of getting fired, but the Staff at CRP WIC educated me on my rights and supported me every step of the way, helping me to get a good pump to bring my milk supply back. When possible I was able to have my son brought to me during a longer lunch break so that we could bond and he could get his lunch straight from the source. My son is now 2 years old, and breastfed up until the time I became pregnant with my current breastfed baby.*" —Francisca Garcia

OmegaComp HR went the extra mile for an employee by not only providing blinds for her pump area, but when the room was not available, the Director would allow her to use his office. And that's not all. When she forgets her pump at home, they give her an early lunch so she can go home to retrieve her pump. "*If I forget my pump at home they have let me take early lunches to get it. I have been pumping there over a year and no one has asked me to pump less or asked how much longer.*" —Angelina Gonzalez

The Fringe Salon offers the opportunity for employees to use two different rooms for pumping take as much time as needed, and even bring the baby to work. "*My employer really supports our staff to do what is best for our babies by making it possible to pump for our babies whenever it is needed. Once in awhile, my baby is brought to work for a feeding, and it is really nice to have him with me during the work day*" —Betty Gomez

The Golden Gate Construction Group, Inc. supports their employees through pregnancy and postpartum. "*My boss, Mr. Smith supported me from my pregnancy to date. He supported me so that I can be the best mom to my baby. I am able to pump as often as I need to in my private office. I was able to bring my baby to work, and they provided me with a bassinet and an electric breast pump.*" —Rosa Quintana