Workplace Breastfeeding Support in California: Equal Access for All!

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California Breastfeeding Summit 2016
Overview: California Workplace Breastfeeding Support

- Strategies to promote workplace breastfeeding support
- Laws for workplace breastfeeding support
- National campaigns
- CDPH efforts and resources

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# Lactation Promotion & Accommodation Strategies

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Making the Case for Lactation Accommodation

- Breastmilk is the ideal food source for infants\(^1,2,3\)

- Offering employees flexible breaks and workplace support financially benefits employers\(^4,5\)

- Lactation support at the workplace saves employers $$$$ \(^4,5\)

Workplace Support Laws

State Law

2002—All CA employers are required to provide accommodations for breastfeeding mothers (CA Labor Code § 1030-1033)

Federal Law

2010—PPACA amended the Fair Labor Standards Act to require employers to provide nursing mothers reasonable break time and a space to express breast milk (FLSA 29 U.S.C. 207 § 7(r))
Related Laws

- **2012** – California Fair Employment & Housing Act (Government Code Section 12926)
- **2014** – Public airports to provide a room to express breast milk (Government Code 50479)
- **2015** – Specified schools to provide reasonable accommodations to a lactating pupil (Cal. Education Code § 222)
CDPH Builds on National Campaigns

- Surgeon General’s Call to Action
- United States Breastfeeding Committee (USBC)
- Center for Disease Control and Prevention (CDC)
- Office of Women’s Health
- Maternal and Child Health Bureau (MCHB)
“(breastfeeding) rates are significantly lower for African-American infants.”

20 Key Actions (Four address Employment):
Action 13. ..paid maternity leave for all employed mothers.
Action 14. ..employers provide comprehensive, high-quality lactation support programs
Action 15. ..workplace programs allowing lactating mothers to have direct access to their babies.
Action 16. ..child care providers accommodate the needs of breastfeeding mothers and infants.

- Workplace Support Learning Community
- Webinars & Conference Archives
- Resources
- Publications and Position Statements:
  - “Workplace Accommodations to Support and Protect Breastfeeding (2010)”
  - “Statement on Lactation Accommodations in the Workplace (2011)”
Priority Strategies for Breastfeeding:
- Improve hospital support for breastfeeding
- Improve support for employed women
- Improve access to support in communities

Target resources to populations with low breastfeeding rates

Source: http://www.cdc.gov/breastfeeding/
Office of Women’s Health

**It's Only Natural**¹

Helps African-American families understand the health benefits of breastfeeding for babies & moms

**Supporting Nursing Moms at Work**²

Online resource provides businesses with cost-effective tips & solutions for any industry setting. Includes: Business Case for Breastfeeding

Title V: National Performance Measure: Breastfeeding

– % of infants who are ever breastfed
– % of infants breastfed exclusively 6 months

National Home Visiting breastfeeding measure:

– exclusive breastfeeding at both 3 mos. & 6 mos. by 20%.

CDPH Efforts

- CDPH Breastfeeding Webpage
- Systems and Environmental Change Toolkit
- Breastfeeding Friendly Clinics
- Lactation Accommodation of Low Wage Worker
- Center for Family Health Coordinated Plan

Photo: With permission of WIC Works Image Gallery, USDA's Food and Nutrition Service (FNS), Supplemental Nutrition Program for Women, Infants and Children (WIC)  
https://wicworks.fns.usda.gov/topics-z/image-gallery
CDPH Breastfeeding Web Page

Visit us at:

cdph.ca.gov/breastfeeding
Breastfeeding Friendly Clinics Program

Collaboration: CDPH, California WIC Association (CWA), California Breastfeeding Coalition (CBC)

Goal: To increase breastfeeding duration rates in California’s high risk communities

• Included 15 community safety-net clinics working to enhance their breastfeeding services capacity
• Nine Steps to Breastfeeding Friendly: Guidelines for Community Health Centers and Outpatient Care Settings

Photo: Microsoft Clip Art
Workplace Lactation Accommodation for the Low Wage Worker Workgroup

**Partners:** Labor Commissioner’s Office, CDPH, DHCS, CA Breastfeeding Coalition, USBC, CBC, CWA, Legal Aid Society

- Analysis of CA workplace laws
- Members model best practices for lactation accommodation
- Promotion of ACA lactation provisions
- TA to Labor Commissioner
Workplace Lactation Accommodation for the Low Wage Worker Workgroup

Call to Action

• Adopt the Nine Steps to Breastfeeding Friendly Clinics
• Promote the California Breastfeeding Coalition Lactation Accommodation Award
• Use MIHA data to monitor lactation accommodation progress
• Provide assistance to families in need of lactation accommodation support
Center for Family Health

- Developing a Center-wide coordinated approach for breastfeeding promotion
- Focus on health equity

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Thank You

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Infographic: Workplace Breastfeeding Support in California

Data from the California Maternal and Infant Health Assessment Survey (MIHA)

www.cdph.ca.gov/MIHA

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Center for Family Health

Breastfeeding Summit
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Infographic released to coincide with the August 2015 “Let’s Make It Work” World Breastfeeding Week theme

http://www.cdph.ca.gov/data/surveys/MIHA/MIHAPublications/WorkplaceBreastfeedingSupportinCalifornia.pdf
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Why is workplace breastfeeding support important?

Breast milk contains essential nutrients needed for optimum infant growth and development.

Breastfeeding support is everyone’s responsibility!

The Surgeon General has called on all sectors of the community, including employers, to protect, promote and support breastfeeding.

Most women plan to breastfeed, and 2 out of 3 moms return to work.

Working moms need support to continue breastfeeding.

Source: Maternal and Infant Health Assessment (MIHA), 2011
©California Department of Public Health, 2015; supported by WIC & Title V MCH Block Grant funds
Selected icons made by Freepik from flaticon.com.
Workplace breastfeeding support is required by Law

Workplace breastfeeding support includes providing **time** and **private space** to express breast milk. Moms need to pump as often as every 2-3 hours.

Source: Maternal and Infant Health Assessment (MIHA), 2011
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Not all working moms have equal access to workplace breastfeeding support.

Only half of moms have workplace breastfeeding support.

Source: Maternal and Infant Health Assessment (MIHA), 2011
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Moms with lower household income are less likely to have workplace breastfeeding support

Source: Maternal and Infant Health Assessment (MIHA), 2011
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Hispanic moms are less likely to have workplace breastfeeding support

- Hispanic-Foreign born: 26%
- Hispanic: 38%
- Hispanic-US born: 49%
- Black: 57%
- Asian/PI: 60%
- White: 68%

Source: Maternal and Infant Health Assessment (MIHA), 2011
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Moms with lower educational attainment are less likely to have workplace breastfeeding support.

- Less than high school: 26%
- High school or equivalent: 37%
- Some college: 51%
- College graduate: 66%

Source: Maternal and Infant Health Assessment (MIHA), 2011
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Moms with support are 2x more likely to exclusively breastfeed at 3 months.

Source: Maternal and Infant Health Assessment (MIHA), 2011
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Improving workplace breastfeeding support

Employers:

Develop a workplace breastfeeding support policy that includes time and private space for breastfeeding moms.

Moms:

Know their rights. Talk to their employer about maternity leave and workplace breastfeeding support.

Talk to their healthcare provider about breastfeeding support and getting a breast pump.

For more information, visit [www.cdph.ca.gov/breastfeeding](http://www.cdph.ca.gov/breastfeeding)