



Lactation & Babies at Work Programs

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Statistics

There are approximately 6 million pregnancies in the United States each year
(American Pregnancy Association)

There are over 60 million U.S. women in their childbearing years (ages 15-44)

Approximately 25% of women leave the workforce after having their first baby

California and Federal laws allow at least 7 months of time off for pregnancy and baby bonding

Lactation Accommodation Law

- Employers must make a reasonable effort to provide nursing mothers with a room for expressing milk. May NOT be a bathroom stall.
- Employers must provide a reasonable amount of break time for nursing mothers to express milk.
- Violations will result in civil penalties of \$100 per violation.



Benefits of a Lactation Program

- Higher Productivity, employee satisfaction and morale
- Reduced absenteeism and turnover
- Lower health care costs
- Stronger employee/employer bonds
- Company recognition
- It's "Green"



Says Who????

- *Breastfeeding exclusively for the first 6 months and continued for the first full year is recommended by:*

The U.S. Department of Health and Human Services

The World Health Organization

The American Dietetic Association

The American Academy of Pediatrics


The Le Leche League

The Nursing Mother's Council

The Women's, Infant's & Children's Program (WIC)

.....and more

Developing a Workplace Lactation Program

- A simple policy with a positive message (see sample policy)
- Set expectations (what's acceptable & what's not)
- Inform managers of their role 
- Ensure compliance with the law
- Set up a Nursing Room
- Communicate the company's commitment

30 Second Compliance Quiz

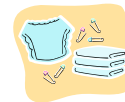
Fair Labor Standard Act Quick Assessment

Take the 30-second quiz below to determine if you are in compliance with the new federal regulations.

- ___ We have designated a private space in the work location, other than a bathroom, which can be used for employees needing to express breast milk.
 - ___ We have a written lactation accommodation policy that is included in our employee handbook and provided with leave of absence paperwork for mothers.
 - ___ We have communicated how the designated space can be accessed and whether other mothers will be using it.
 - ___ We have analyzed work schedules to ensure that appropriate breaks can be provided when necessary.
 - ___ We have trained managers and supervisors about new policies and procedures for nursing mothers and ensure that they are aware of the need for accommodation and space.
- If you cannot put a checkmark on every line, you may be out of compliance.

Nursing Mother's Room

- A comfy chair and footstool
- A changing table
- A diaper pail
- A small fridge
- A CD player
- A "Boppy"
- Breast pumps
- A sink (if possible)
- A microwave oven/bottle heater
- Pleasant decor



Benefits of Babies at Work Programs

- Reduces lost work time/productivity
- Reduces expenses related to temporary staffing and/or overtime
- Reduces childcare expenses for employees
- Minimizes disruptions to service
- Improves morale
- Increases employee engagement
- Supports life and work balance
- Promotes a “family friendly” culture
- Good “PR” for companies

Challenges

- Babies can be a distraction
- Resentment by employees who choose not to have children
- Employees may take advantage of the “perk”
- Insurance and liability
- Less than 100% production
- Top Management support



OK, How do we start a Babies at Work program?

- Assess your current organizational culture for “fit”
- Do your homework
- Talk to top Management to get buy-in
- Review your insurance coverage
- Develop a policy & have attorney review
- Pilot Program
- Tweak it as you go

Sample Lactation Policy

POLICY: In support of the Company's commitment and support of a family friendly workplace, we will support breastfeeding and expressing breast milk in our workplaces and support female employees' continuation of breastfeeding upon their return to work and until the child is one year old. Management is committed to working together with our employees to find mutually agreeable hours of work and breaks which support the continuation of breastfeeding. This will be done within the policies of the Company and the requirements of all applicable lactation laws and regulations. As such the Company is also committed to ensuring an environment for breastfeeding or expressing milk that is encouraging, supportive and free from harassment.

Expressing Breast Milk and Breastfeeding

- The Company will provide appropriate signage for privacy of areas designated for breastfeeding and expressing milk.
- Employees will be responsible for the safety and storage of the expressed milk. Employees may take a reasonable amount of time to express breast milk at break times and lunchtime. Flexibility regarding timing of these scheduled breaks or additional time required will be discussed with the Manager.
- The Company will designate a private space with an electrical outlet, within the employees office building to express breast milk. This space may vary according to available empty rooms. Check with the Manager or the Human Resources Department in your office to find out the areas designated for this purpose. Hand washing facilities and a refrigerator are available at all sites. Expressed milk may be stored in the refrigerator provided and must be labeled with the employee's name. To ensure the safety of stored breast milk, it is recommended that the container used to store the milk be sealed in a plastic bag to prevent contamination.
- Employees are welcome to have their babies brought to work at break time and lunchtime to be breast fed. Some employees may prefer to breast feed where the care provider resides. Flexibility regarding timing of these scheduled breaks, or additional time required for either of these options should be discussed with the Manager. The employee will be responsible to make up any additional time taken beyond that which is deemed reasonable, in consultation with their Manager.

Complaints and/or suggestions regarding the program should be directed to the Vice President, Human Resources.

Resources

Babies in the Workplace

- Debbie Sallen
dsallen@alliancecreditunion.org
- Parenting in the Workplace Institute.
carla@babiesatwork.org

Lactation at Work

- Lactation Navigation, LLC
(650) 868-5318
- La Leche League
www.LaLecheLeague.org
- www.wicworks.ca.gov/breastfeedingresources
- www.breastfeedingtaskforce.org

The “Pump@work “App”

Pump@work is the ultimate breastfeeding partner: total breast milk management, advice, and tracking tools all at your fingertips. Developed by a Certified Lactation Consultant.

Cost: \$4.99 with 50% of profits donated to California Breastfeeding Coalition.

(Consider paying for this for nursing employees to further demonstrate support for your Lactation Program)

FEATURES: Custom daily milk packaging recommendations, daily breastfeeding news, loads of educational tips: breastfeeding, storage, health, fun facts, tips to ease the transition back to work, instantly email educational tips, visual pumping history graphs and storage graphs, twins, tips to prepare for breastfeeding, reduce breast milk waste.

Compatible with iPhone, iPad and iPod

Thank You !!