

Lactation Accommodation / Breastfeeding Policy – Draft 1

Purpose:

To provide women within Mendocino County the ability to continue breastfeeding their baby after returning to work or school.

California Lactation Accommodation Law:

1. Employers are required to provide breastfeeding employees a reasonable amount of break time to express milk as frequently as needed
 - a. Any time outside of normal break time will be without pay
2. Employer are required to provide a private place to express milk
 - a. other than a restroom
 - b. shielded from view and free from intrusion of co-workers and public

Business Reasons for supporting Lactation Accommodations:

- Decreased employee absenteeism
 - Babies stay healthier, less time off for sick infant / child
 - Increased duration of infants receiving breast milk will lead to optimal health for mom and baby.
- Reduced healthcare costs
 - When a baby continues to receive breast milk, there are fewer healthcare costs associated with illness within the first year of life.
- Increase employee loyalty and productivity
 - Family friendly programs such as lactation support will reduce employee turnover and increase productivity

Sample Lactation Accommodation within Workplace

- Provide an area surrounded by screen or curtain for nursing mother to express milk (possibly in break room / kitchen) when a separate room is not available.
- Include chair and table surface
- Refrigeration / sink are nice to include (but not required by law)
- Privacy sign to utilize during expressing session
- Infant may be brought in to be fed vs. expressing milk
- Publicizing availability of lactation accommodations (new employees & ongoing)

Keys to Success

1. Assess your employees' needs and your workplace culture
2. Assess your workplace environment
3. Review obstacles in the workplace
4. Design solutions to overcome obstacles
5. Publicize the program to all employees
6. Monitor and review the program