

Breastfeeding Support Program

I. SETTING

Medical Center

II. PURPOSE

- A. To establish a policy and procedure that supports breastfeeding employees, staff students and their spouses/partners, at all University of California, Davis Medical Center (UCDMC) owned, leased or operated facilities.
- B. Supporting breastfeeding not only benefits employees, staff students and their spouses/partners, but also provides the following economic benefits:
 - 1. Reduced staff turnover
 - 2. Reduced loss of skilled staff
 - 3. Reduced sick time/personal leave
 - 4. Lower healthcare costs associated with healthier infants
 - 5. Higher job productivity, employee/student satisfaction and morale
 - 6. Added recruitment incentive
 - 7. A healthier workforce

III. POLICY

UCDMC will provide the following accommodations and benefits:

- A. Information and Education
 - 1. The breastfeeding support policy will be communicated to all pregnant employees.
 - 2. During the new employee orientation, and the maternity benefits workshops, UCDMC employees, staff and students will be informed of the policy and the benefits available to them and their spouses/partners through the Breastfeeding Support Program.
 - 3. Managers and Supervisors should provide a copy of this policy to all pregnant employees as early in their pregnancies as possible.
 - 4. Managers and Supervisors should inform employees of the resources available through the Breastfeeding Support Program [<http://worklife-wellness.ucdavis.edu/breastfeedingsupport/index.html>]

B. Written Policy

1. The University of California is committed to providing a supportive environment that enables employees and students to express their milk in private, in an appropriate space, and in reasonable proximity to their work and study areas. This policy meet the requirements outlined in University of California Policy PPSM 84 Accommodations for Nursing Mother (<http://policy.ucop.edu/doc/4000609/PPSM-84>) and California state law AB1025.

C. Lactation Break

1. Nursing mothers must request and arrange with their supervisor appropriate and reasonable break times for lactation purposes. Supervisors should attempt to provide as much schedule flexibility and break time as reasonably possible to accommodate the employee's needs.
2. An employee may be granted a flexible work arrangement to allow for time off to express milk. See PPSM 30, Exhibit A at <https://ucdavispolicy.elucid.com/documents/view/175>.
3. Break times for lactation purposes should run concurrently with the rest periods already provided; the supervisor is responsible for making the determination as to whether break times can be adjusted based on operational considerations. If the determination is made that it is not possible for the breaks to run concurrently with the employee's existing break times, the University must make available separate break times, but this time will be unpaid for non-exempt employees.

D. Lactation Facilities

1. The University is required to provide a private, secure, and sanitary area for employees and students to express breast milk.
 - a. The space must have an electrical outlet and must be in close proximity to the employee's work area.
 - b. A toilet stall or a room lacking privacy and a locking door is not considered an appropriate space for lactation purposes.
2. Designated lactation sites are available to registered participants of the Breastfeeding Support Program.
3. Other appropriate locations would include the employee's own office, another private office not in use, or any available area with a locking door where the employee can have privacy from others for lactation purposes.
4. An employee or student may express breast milk in her work area or study area or other location if it meets the above requirements.
5. Departments are encouraged to identify appropriate facilities in advance of the employee's/student's return to work/school after childbirth.

E. Procedure/Responsibility:

1. Any UCDMC employee, student or spouse/partner who desires to use the Breastfeeding Support Program should register online through the WorkLife website at <http://worklife-wellness.ucdavis.edu/breastfeedingsupport/index.html>
2. The program participant is responsible for providing their own pump kit.
3. Individuals with personal pumps are welcome to use the designated lactation sites as long as they register for the program.
4. Participants must monitor availability of rooms; availability is not guaranteed.
5. Participants have priority to use rooms and have the right to ask other occupants to vacate.
6. Simultaneous use of pump rooms is possible if both participants agree.
7. Participants should have a contingency plan for circumstances beyond the University control that restrict access to rooms/pumps.
8. For questions, concerns, and general information regarding breastfeeding, pumping and/or sites contact the Breastfeeding Support Program Coordinator.

IV. REFERENCES

UC Davis [PPSM 84](#): Accommodations for Nursing Mothers

Business Case for Breastfeeding, The steps for Creating a Breastfeeding Friendly Workplace, US Dept of Health and Human Services, Health Resources and Services Administration (HRSA), Maternal and Child Health Bureau, 2008

California Civil Code Section 43.3 (1997)

California Assembly Bill 1025 (2001)

California Assembly Concurrent Resolution ACR 155 (1998)

California Labor Code Section 1030 et seq. (2002)

Tully, MR, "Working and Breastfeeding", AWHONN Lifelines 2005; 9 (3):198-203

UCD Directives 02-060, UC Davis: Vice Chancellor B Administration, April 26, 2002, Re: California Laws Regarding Breastfeeding

United States Breastfeeding Committee, Workplace Breastfeeding Support (issue paper), Washington, DC, 2005

US Dept. of Health and Human Services, Agency for Healthcare Research and Quality, 2007. Breastfeeding and maternal and infant health outcomes in developed countries. Evidence Report, Technology Assessment, Number 153.

V. REVIEWED BY

Stephen Chilcott
Marina Podoreanu
Brenda Chagolla, RN
Sandy Batchelor*
Julia Johnson
Joleen Lonigan, RN