



# County of Yolo

## Administrative Policies and Procedures Manual

TITLE: BREASTFEEDING POLICY	DEPARTMENT: HUMAN RESOURCES
TYPE: POLICY	DATE: August 5, 2014

### A) BACKGROUND

**Support for Breastfeeding.** Scientific research overwhelming indicates that breastfeeding is the superior method of infant feeding. Significantly lower rates of diarrhea, ear infections, respiratory illness, and childhood lymphomas occur among breastfed infants and children in the United States. Breastfeeding has also been reported to protect against necrotizing enterocolitis, bacteremia, meningitis, botulism, sudden infant death syndrome, urinary tract infection, early childhood caries, juvenile diabetes, and inflammatory bowel disease. Developmentally, breastfed infants have better visual acuity, and evidence suggests that their cognitive development is superior. For mothers, breastfeeding reduces their risk for developing premenopausal breast, ovarian, and endometrial cancer.

Employers who make it easy for mothers to continue breastfeeding after returning to work have lower absenteeism, higher productivity, higher morale, and lower health care costs. Mothers who continue to breastfeed have lower rates of absenteeism because their babies are sick less frequently.

State law AB 1025 (Sections 1030-1033, California Labor Code) requires that employees be given reasonable break time to express breastmilk for their children. The law also requires employers to provide a private room or other location near the employee's work area in which to express breastmilk.

Recognizing that breastfeeding is a normal part of daily life for mothers and infants and that breast milk promotes optimum health for mothers and infants, Yolo County initiates this breastfeeding in the workplace policy to accommodate mothers who choose to continue breastfeeding after returning to work. This policy assures compliance with State Law AB1025.

### B) THE POLICY

- 1. Identification of Needs.** After a pregnant employee provides the department with notice of her pregnancy, the department will provide the employee with a copy of this policy and the Yolo County Breastfeeding Support Line number, 1-800-663-8685. The department will ensure the employee is aware of her right to reasonable break time to express breastmilk, and will give the employee information on the location and use of the department's designated private location to express breastmilk. If the department needs assistance providing a private breastmilk expression location, they will seek support from the Yolo County WIC Program Breastfeeding Coordinator.
- 2. Reasonable break time will be given to Express Breastmilk While at Work.** Breastfeeding women will be allowed reasonable break time for nursing or pumping breast milk. The time allowed may exceed a normal lunch or other break. Any time in excess of a normal lunch or other break must be made up by using sick leave, annual leave, or an agreed upon adjusted schedule such as coming in earlier or working later.

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Typically, a lactating woman needs to express breastmilk about every 2 or 3 hours when she is away from her baby. 15 to 30 minutes is generally needed to express breastmilk. Most women working an 8-hour day will express breastmilk 3 times during their shift.

3. **A Private Area Will Be Made Available for Breastfeeding Employees to Express Their Breastmilk.** A private, secure room with an electrical outlet, table and chair will be made available where the breastfeeding employee can express breastmilk. This space must be reasonably near the employee's normal work area, and must not be a toilet stall or bathroom. An employee may express breastmilk in her normal work area if it meets the above requirements.
  
4. **Additional Services Provided Beyond the Minimum Requirements of the Law, if available.** A breastfeeding education packet will be provided to every new employee at orientation. This packet will include a copy of this policy, and the Yolo County Breastfeeding Support Line number for further breastfeeding resources. A hospital grade pump may be made available, based on availability, for staff to use in the lactation accommodation room. Staff are responsible for purchasing their own pump kit. Staff who need help to develop a breastfeeding plan before returning to work after a leave or prior to their start date can call the Breastfeeding Support Line at 1-800-663-8685 or contact the Yolo County Breastfeeding Coordinator at the Health Department.