



Breastfeeding/Lactation Support and Policy

Employee's Guide to Breastfeeding and Working



Funding provided in part by the County of San Diego, Health and Human Services Agency and First 5 Commission of San Diego

FEEDING CUES

1. EARLY CUES: "I'm hungry"



Stirring



Mouth opening



Turning head
Seeking/rooting

2. MID CUES: "I'm really hungry"



Stretching



Increasing movement



Hand to mouth

3. LATE CUES: "Calm me, then feed me"



Crying



Lots of movement



Color turning red

**CALM CRYING BABY
BEFORE FEEDING**

Cuddling, Skin-to-skin on chest
Talking, Stroking



**LOOK FOR EARLY
FEEDING CUES**



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Employee's Guide to Breastfeeding and Working



Adapted from The Business Case for Breastfeeding: http://ask.hrsa.gov/detail_materials.cfm?ProdID=4135.

Getting Started with Breastfeeding

During Pregnancy

- Pregnancy is the best time to prepare for breastfeeding and returning to work.
- Attend prenatal classes available at your hospital, workplace, WIC clinic, or private physician clinic.
- Attend La Leche League meetings to learn more about how to combine breastfeeding and employment
- Talk with your supervisor to discuss your plans to breastfeed. Find out if your company provides a lactation support program for employees and, if not, ask about private areas where you can comfortably and safely express milk.
- Ask the lactation program director, your supervisor, wellness program director, employee human resources office, or other coworkers if they know of other women at your company who have breastfed after returning to work. Find out their tips for making it work including finding an affordable electric breast pump.

During the First Weeks of Your Baby's Life

- Get a good start in the hospital by putting your baby to the breast within the first hour after birth, and at least 8-12 times every 24 hours. This will help you establish a good milk supply for when you return to work. Your first milk (colostrum) is packed with antibodies that help protect your baby from illness.
- Your milk is perfect for your baby's needs, even though it may seem you are not making much the first few days. Your baby's stomach is very small at first (only the size of a large marble!) and only holds 1-2 teaspoons, so the baby doesn't need much! Between days 2-5 your body will begin making larger volumes of milk.
- Ask the hospital for names of people you can call if you have questions about breastfeeding.
- The first few weeks after childbirth are a learning time for you and your baby. Use these important weeks to rest and take care of yourself and your baby
- Watch for signs that your baby is getting plenty of milk. By day 5, baby should have around four to six wet diapers and three to four yellow, seedy stools every 24 hours.
- Avoid using bottles or pacifiers for the first 3-4 weeks as this may decrease milk supply. A lactation consultant can help you know you are making plenty of milk, and provide information on other ways to comfort your baby.
- If you and your baby need to be apart, you can express your milk manually or with a breast pump to keep up your milk supply, and refrigerate or freeze your milk to give to your baby later

During Pregnancy Leave

- Take as many weeks off as you can. Ideally, at least 6 weeks helps you recover from childbirth and establish strong breastfeeding techniques. Twelve weeks is even better.
- Focus on your baby during this time and make time to rest 20-30 minutes every few hours. Housework can wait or be taken on by other family and friends.
- Practice expressing your milk by hand or with a quality breast pump, and freeze 1-2 ounces at a time to save for your baby after you return to work. This also helps you build a greater milk supply. Pick times of the day when you seem to have the most milk. For many women, this is early in the morning. Some women express milk during or after their baby nurses since the milk has already "let down" and flows easily.
- Be patient with yourself. It takes time for both you and your baby to adjust to your new lives together. Follow your baby's cues for when and how long to breastfeed, and enjoy this special time together!
- Help your baby adjust to taking breast milk from a bottle (or cup for infants 3-4 months old) shortly before you return to work. Because babies are used to nursing with mom, they usually drink from a bottle or cup when offered by somebody else!
- Talk with your family and your childcare provider about your progress, questions, and intent to continue breastfeeding, and let them know you are counting on their support and help.

Breastfeeding WORKS for Working Women!

Here's How

Back at Work

Return to Work Gradually

This gives you more time to adjust and helps your body make a good supply of milk. Talk with your supervisor about options that have worked for different women:

- Start back to work part-time for a brief period before working full-time.
- Work from home or combine working at home and at work.
- Go back to work on a Thursday or Friday or just before 1-2 days off, depending on your work week. This gives you and your baby a shorter period to adjust to being away from each other before you go back full-time.
- Take Wednesdays off for a few weeks for a mid-week break, and breastfeed on your baby's schedule to rebuild your milk supply.
- Work a split shift, with a long break in the middle of the day to go home and be with your baby. This can work well for restaurant workers.
- Consider using childcare close to work so you can visit and breastfeed your baby, if feasible, based on your work schedule.
- When you arrive to pick up your baby from childcare, take time to breastfeed first. This will give you both time to reconnect before traveling home and returning to other family responsibilities.

Get a Quality Breast Pump

A good quality electric breast pump may be your best strategy for efficiently removing milk during the workday. Contact your local hospital, WIC, or Public Health Department to find where to buy or rent a good pump. Electric pumps that allow you to express milk from both breasts at the same time reduce pumping time!

Identify a Private Place to Express Milk

Work with your supervisor to determine a private place to express your milk. Many companies provide a lactation program with a dedicated private lactation room for expressing milk.

- If, during pregnancy, you find out that your company does not provide a private lactation room, identify a temporary private area you can use. Ideas: an employee office with a door for privacy, conference room, or a little-used closet or storage area. The basic essentials are that the room is private and can be secure from intruders when in use, and an electrical outlet if you are using an electric breast pump.
- Explain to your supervisor that it is best not to express milk in a restroom. Restrooms are unsanitary and there are usually no electrical outlets. It can also be difficult to manage a pump in a toilet stall.

When to Express Milk

Express milk for 10-15 minutes approximately 2-3 times during a typical 8-hour work period. Remember that in the first months of life babies need to breastfeed 8-12 times in 24 hours. So you need to express and store milk during those usual feeding times when you are away from your baby. This will maintain a sufficient amount of milk for your childcare provider to feed your baby while you are at work. The number of times you need to express milk at work should be equal to the number of feedings your baby will need while you are away. As the baby gets older, the number of feeding times may decrease. When babies are around 6 months old and begin solid foods, they often need to feed less often. Many women take their regular breaks and lunch period to pump. Others talk with their supervisor about coming in early and/or staying late to make up the time needed to express milk. It usually takes 15 minutes to express milk, plus time to get to and from the lactation room.

Sample Pumping Schedule at Work

Traditional 8-hour work period

8:00 a.m.	Begin work
9:45-10:00	Use break to express milk
12:00 noon	Take allowed lunch period to express milk
2:30-2:45	Use break to express milk
5:00 p.m.	Leave work

Secrets to Getting the Milk to Flow

Pumping is easiest when the milk “lets down” through the milk ducts. Massage your breasts, and gently rub your nipples. Relax! As you breathe out, visualize the milk flowing down. Think about your baby! Bring a photo of your baby, or a favorite blanket or article of clothing that smells like your baby. Some mothers bring a tape recording of their baby’s voice to help the milk start flowing.

Storing your Milk

Because your milk is full of antibodies that fight germs and bacteria, it can be safely stored and given to the baby later. Breast milk is food, so it is safe to keep in an employee refrigerator or a cooler with ice packs. Discuss with your supervisor the best place for you to store your milk. If you work in a medical department, do not store milk in the same refrigerators where medical specimens are kept. Be sure to label the milk container with your name and the date you expressed the milk.

Refrigerated 32-39°F or below	Frozen (freezer with a door separate from the refrigerator) 0°F or below	Thawed (from frozen) and refrigerated 32-39°F or below
Use within 2 days	Use within 3 months	Use within 24 hours

Figure 1 Opinions differ as to the amount of time breast milk can be safely stored. The storage times listed here are consistent with the recommendations of the American Academy of Pediatrics.

Getting Support for Breastfeeding

"I am very grateful to my employer for caring enough for their associates to make continuing to breastfeed after I return to work much easier!"

Breastfeeding Employee
Home Depot, Atlanta, GA

Approaching your Supervisor

- Most employers are happy to provide the support you need, as long as they know what your needs are and how important it is for you to have their support. If your company does not have a breastfeeding support program, it could be that nobody has asked for one!
- Breastfeeding is the healthiest choice for your baby, resulting in fewer illnesses, infections, and certain types of skin irritations (dermatitis). It also helps you recover from pregnancy, and may reduce your risk of breast cancer. Be sure to discuss these important reasons to breastfeed with your supervisor.
- Your supervisor may not know what you need to continue breastfeeding. Simply explain your basic needs for privacy and flexible breaks to express milk. Use the sample letter on page 6 of this booklet.
- Show how meeting your breastfeeding needs will benefit the company.
- Employees are less likely to miss work to take care of a sick baby because the baby is healthier. (This is true for moms and dads.)
- Health care costs are lower since both baby and mother are healthier.
- Employees who receive support for breastfeeding are happier and more productive.

- Explain that you are committed to keeping the milk expression area clean when you are through, storing your milk properly, and not taking longer than necessary for milk expression breaks.
- Be prepared! Consider possible concerns your supervisor might have. (See Figure 2)
- Be a team member. Be sensitive to the issues that are important to your company, and show how supporting your efforts to breastfeed can help both of you accomplish your goals.
- Be sure to show your appreciation for efforts made by your supervisor to support your breastfeeding.

What you may hear	What you can do
"We have no space for a pumping area."	<ul style="list-style-type: none"> • Look around and find a space that you are willing to use • Remind supervisor how small a space is needed (even a 4'x5' space can work!)
"The other employees might complain if you take time to do this."	<ul style="list-style-type: none"> • Encourage coworkers to learn about the benefits of breastfeeding to your and your baby's health • Remind them that this is a temporary need for you and your baby, and that you will use your approved breaks
"If we do this for one person, we might have to do this for others, too."	<ul style="list-style-type: none"> • Remind supervisors that supporting breastfeeding benefits the company • Remind supervisor of other company approved breaks, such as smoking or exercise, if offered

Figure 2

Dealing with Coworkers

- Seek to understand coworker concerns and work together to find solutions.
- Let coworkers know that breastfeeding is not only the healthiest choice for you and your baby, it also helps lower the company's health care costs.
- If other workers do not understand the breaks you are taking to express milk, remind them you are using allowed breaks and making up any additional time you miss.

Find Other Breastfeeding Mothers

- Seek out other breastfeeding mothers at work and share experiences and tips through e-mail or even a monthly lunchtime mothers' support meeting. If there are no other breastfeeding women at work, ask your local hospital for information about local mothers' groups.

How to Talk to Others

Continuing to breastfeed when you return to work is a great decision. Your employer and your doctor support your choice, because breastfeeding is good for the health of both mothers and babies, and can save money for both families and employers.

Remember

Talk confidently with others about your decision to breastfeed.

Combining nursing and working, however, is still a new idea for many people. You may find that people at work and elsewhere ask questions about why and how you manage to nurse your baby while working outside your home. Here are a few ways in which you can help them understand and support your decision.

Question	Answer
Why is it so important that you feed your baby breast milk instead of formula?	By breastfeeding my baby, I am doing my best for my baby, myself, and my employer. Mothers of breastfed babies often miss less work, because their babies are sick less. Breastfeeding also helps keep mothers healthier. When employees and their families are healthy, employers have lower medical costs. Buying infant formula and other things I need for my baby is expensive. Breastfeeding helps save my family money.
How much time off do you need to pump?	I need the same amount of time every employee takes for breaks, about 20 minutes every 3 hours.
Why can't you use the women's restroom to pump?	Because I am preparing food for my baby, I require a sanitary place in which to pump.
For how long will you need to pump your milk three times a day?	I plan to pump until my baby is older. She is 3 months old now; so, in a few months when she starts eating other foods, I will probably pump less.
How can we set up a schedule for employees who pump without lowering productivity?	Those of us using the lactation space can set up a schedule that lets each person pump when she needs to pump. If we know when the space is free, we can focus on our work until it's our turn to use the space. Also, pumping schedules will change as our babies grow. We can communicate with each other directly when we need to adjust our schedules. Perhaps if an employee was designated as a "floater," responsible for stepping in for 15 to 20 minutes whenever another employee needs to pump, we can ensure that pumping breaks do not reduce productivity.
What does a lactation space need?	The lactation area needs a small table and a chair with a straight back. Privacy is necessary—either a small room with a door that locks or a section of a room with a high divider. It should have an electrical plug or an extension cord that can reach a plug somewhere else. It should have a sink with running water or have a sink nearby. It should have some way to keep the milk cold—a refrigerator or personal freezer bag. It also is helpful to have a clock to keep track of the time and a mirror to fix one's clothes after pumping.

Remember: Confidence in your decision and knowledge about the benefits of breastfeeding will change minds!

Source: Adapted from the Corporate Voices for Working Families toolkit.

Milk Expression and Storage

When to Express Milk

During a typical eight-hour work period, express milk for about 10-15 minutes two or three times. Remember that in the first months of life, babies need to breastfeed 8 to 12 times in 24 hours. So you need to express and store milk when you are away from your baby during usual feeding times. This will maintain a sufficient amount of milk for your childcare provider to feed your baby while you are at work. The number of times you need to express milk at work should be the same as the number of feedings your baby will need while you are away. As the baby gets older, the number of feeding times may decrease. When babies are around 6 months old and begin solid foods, they often need to feed less often. Many women use their regular breaks and lunch period to pump. Others talk with their supervisor about coming in early and/or staying late to make up the time needed to express milk. It usually takes 15 minutes to express milk, plus time to get to and from the lactation room.

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Begin work	Use break to express milk	Take allowed lunch period to express milk	Use break to express milk	Leave work

Storing Your Milk

Because your milk is full of antibodies that fight germs and bacteria, it can be safely stored and given to the baby later. Breast milk is food, so it is safe to keep in an employee refrigerator or a cooler with ice packs. Discuss with your supervisor the best place for you to store your milk. If you work in a medical field, do not store milk in the same refrigerators as medical specimens. Be sure to label the milk container with your name and the date you expressed the milk.

Storage Duration of Fresh Human Milk for Use with Healthy Full Term Infants

Location	Temperature	Duration	Comments
Countertop, table	Room temperature (up to 77°F or 25°C)	6–8 hours	Containers should be covered and kept as cool as possible; covering the container with a cool towel may keep milk cooler.
Insulated cooler bag	5-39°F or -15-4°C	24 hours	Keep ice packs in contact with milk containers at all times, limit opening cooler bag.
Refrigerator	39°F or 4°C	5 days	Store milk in the back of the main body of the refrigerator.
Freezer compartment of a refrigerator	5°F or -15°C	2 weeks	Store milk toward the back of the freezer, where temperature is most constant. Milk stored for longer durations in the ranges listed is safe, but some of the lipids in the milk undergo degradation resulting in lower quality.
Freezer compartment of refrigerator with separate doors	0°F or -18°C	3–6 months	
Chest or upright deep freezer	-4°F or -20°C	6–12 months	

Source: Centers for Disease Control and Prevention, www.cdc.gov/breastfeeding/recommendations/handling_breastmilk.htm.



Breastfeeding/Lactation Support and Policy

Resources

*Local, National, and San Diego
County Breastfeeding Coalition*



Local Resources

Community Resources

- **San Diego County Breastfeeding Coalition**
www.breastfeeding.org
- **La Leche League of San Diego County**
<http://www.llofsandiego.com/>
- **WIC Program**
(USDA Special Supplemental Nutrition Program for Women, Infants, and Children)
www.fns.usda.gov/wic/Contacts/statealpha.HTM
- **International Lactation Consultant Association**
www.ilca.org

Resources for Employers - Materials

U.S. Government Agencies

- **U.S. Department of Health and Human Services**
Health Resources and Services Administration (HRSA)
Maternal and Child Health Bureau (MCHB)
<http://www.mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/index.html>
- **U.S. Department of Health and Human Services/Office on Women's Health**
<http://www.womenshealth.gov/breastfeeding/>
- **U.S. Centers for Disease Control and Prevention (CDC)**
<http://www.cdc.gov/breastfeeding/resources/guide.htm>

National and International Organizations

- **American Association of Health Plans**
<http://www.aahp.org/>
- **Healthy Mothers/Healthy Babies Coalition**
<http://www.hmhb.org/>
- **National Business Group on Health**
<http://www.businessgrouphealth.org/>
- **United States Breastfeeding Committee**
www.usbreastfeeding.org

Resources for Mothers - Materials

- **U.S. Department of Health and Human Services/Office on Women's Health**
www.womenshealth.gov/breastfeeding/
- **March of Dimes**
www.marchofdimes.com/pnhec/298_1061.asp

Resources for Mothers – Materials (Web Based)

- **Breastfeeding Partners (California State WIC Program)**
www.cdph.ca.gov/programs/wicworks/Pages/WICBreastfeeding.aspx
- **KellyMom.com**
www.kellymom.com/bf/pumping/bf-links-pumping.html/
- **La Leche League International**
www.llli.org/
- **Working and Pumping**
www.workandpump.com/

Breast Pump Manufacturers

- **Ameda**
www.ameda.com
- **Medela, Incorporated**
<http://www.medelabreastfeedingus.com/>
- **Limerick (Pump Manufacturer and Workplace professional lactation support)**
www.limerickinc.com
- **Hygeia**
<http://www.hygeiainc.com/>

These lists of organizations and manufacturers are provided as examples only. Mention of trade names, commercial practices, or organizations in this publication does not imply endorsement.

The Business Case for Breastfeeding Resource Guide

Community Resources

- **Local Health care Professionals**
Contact your local hospital or private clinic for names of practitioners who may be available to consult with you in establishing your program or providing direct services to employees. These can include childbirth instructors, lactation consultants, nurses, pediatricians, family physicians, obstetricians, nurse practitioners, nurse midwives, and others.
- **International Board Certified Lactation Consultants (IBCLCs)**
The International Lactation Consultant Association's "Find a Lactation Consultant Directory" at www.ilca.org provides an online directory of IBCLCs available to assist mothers with breastfeeding. Many of these may also be available to provide technical assistance to your company in setting up a lactation program. You can also check the U.S. registry of the International Board of Lactation Consultant Examiners, which credentials lactation consultants. www.iblce.org/
- **International Lactation Consultant Association (ILCA)**
The professional association for IBCLCs includes a national affiliate, the United States Lactation Consultant Association (USLCA), and numerous State and regional affiliates across the country that are highly active in community level breastfeeding promotion and support. Local affiliate groups may be available to assist worksites with establishing a lactation support program, and can help you identify qualified individuals who can provide direct assistance to breastfeeding employees. www.ilca.org/
- **Breastfeeding Coalitions**
Most states have a State and/or local breastfeeding task force or coalition comprised of health professionals and community leaders who promote and support breastfeeding. Assisting local worksites with lactation support for employees is within the mission of many of these groups. Contact your local hospital, WIC office, local lactation consultant, or La Leche League group to find out what groups are available in your area.
- **WIC Program (USDA Special Supplemental Nutrition Program for Women, Infants, and Children)**
Your State's WIC Breastfeeding Coordinator can provide valuable assistance in identifying community resources for your company, and in providing direct services to breastfeeding women. Visit the USDA Food and Nutrition Service directory of breastfeeding program staff at: <http://www.fns.usda.gov/wic/Contacts/cooralpha.htm>
- **La Leche League International**
La Leche League mothers' groups are located in many areas throughout the country. To identify state-by-state listings of La Leche League leaders and groups in your area, visit the Web site at: www.lalecheleague.org/leaderinfo.html/

Resources for Employers - Materials

U.S. Government Agencies

- **U.S. Department of Health and Human Services Health Resources and Services Administration (HRSA) Maternal and Child Health Bureau (MCHB)**
Two MCHB Web sites offer a broad array of resources for women, teens, children, infants, families and their providers. 1-888-ASK-HRSA, www.mchb.hrsa.gov and www.mchb.hrsa.gov/pregnancyandbeyond/
- **U.S. Centers for Disease Control and Prevention (CDC)**
Helpful links and resources related to working and breastfeeding. www.cdc.gov/breastfeeding/index.htm/
- **U.S. Department of Health and Human Services/Office on Women's Health**
Guidelines for workplaces on the support needed by new mothers for breastfeeding in the "Blueprint for Action on Breastfeeding," and media materials. www.womenshealth.gov/

National and International Organizations

- **Healthy Mothers/Healthy Babies Coalition**
“An interview about “Corporate Lactation Programs”
<http://www.hmhb.org/virtual-library/interviews-with-experts/breastfeeding/>
- **International Lactation Consultant Association**
Distributes the World Health Organization’s “Maternity Protection at Work Kit” and provides a complete list of available resources to support working mothers with breastfeeding. www.ilca.org/
- **La Leche League International**
Complete state-by-state listing of legislation regarding breastfeeding, including laws supporting working women and helpful resources. www.lalecheleague.org/Law/LawUS.html?m=0.1.0/
- **National Business Group on Health**
Advises large employers on healthcare including lactation support to employees. Downloadable resources include *Investing in Workplace Breastfeeding Programs and Policies: An Employer’s Toolkit*.
http://www.businessgrouphealth.org/toolkits/et_breastfeeding.cfm
- **United States Breastfeeding Committee**
Provides downloadable “issue papers” on the cost benefits of breastfeeding, and the importance of worksite and childcare support programs. www.usbreastfeeding.org/

State and Local Organizations

- **California WIC Works**
Resources for employers, and information regarding California’s working and breastfeeding legislation. www.wicworks.ca.gov/breastfeeding/BFResources.html/
 - **Oregon Department of Human Services**
Provides a packet of materials for employers, including Oregon’s DHS worksite policy and recognition program for breastfeeding-friendly worksites. <http://public.health.oregon.gov/HealthyPeopleFamilies/Babies/Breastfeeding/Pages/workplace.aspx>
 - **Texas Mother-Friendly Worksite Program**
Outlines steps to a mother-friendly business environment, and designates/recognizes Texas companies that meet the established criteria. <http://texasmotherfriendly.org/>
 - **The Breastfeeding Coalition of Washington**
(a program of WithinReach, formerly Healthy Mothers, Healthy Babies Coalition of Washington State)
Provides free materials in English and Spanish that employers can download and use in establishing a worksite lactation program. <http://www.withinreachwa.org/what-we-do/healthy-communities/breastfeeding/work-and-breastfeeding/>
- In addition to these groups, check the Web site of your State or local breastfeeding coalition, or lactation consultant affiliate group (www.ilca.org/). Many of these groups provide helpful web-based articles of interest to employers interested in supporting breastfeeding employees. A few examples:
- **Breastfeeding Task Force of Greater Los Angeles**
<http://www.breastfeedla.org/>
 - **Massachusetts Breastfeeding Coalition**
www.massbfc.org/
 - **Wisconsin Department of Health**
Couldn’t find this one www.dhfs.wisconsin.gov/health/Nutrition

Resources for Mothers - Materials

U.S. Government Organizations

- **U.S. Department of Health and Human Services/Office on Women’s Health**
Downloadable information sheets on breastfeeding. Toll-free telephone information line also available (800-994-9662), staffed by operators who are trained peer counselors. “Easy Guide to Breastfeeding” booklets are available for five different audience groups of women (Caucasian, African American, American Indian and Alaska Native, Chinese, and Latina) and are available as a free
- **WIC (Special Supplemental Nutrition Program for Women, Infants and Children)**
Check the USDA Food and Nutrition Service’s state-by-state listing of WIC breastfeeding coordinators to find out what resources for mothers are available in your state. <http://www.fns.usda.gov/wic/Contacts/cooralpha.htm>

download. www.womenshealth.gov/

National and International Organizations

- **La Leche League International**
Numerous publications, including books and pamphlets on breastfeeding, parenting, and managing employment with breastfeeding, articles on working and breastfeeding, and a toll-free breastfeeding information line. www.lalecheleague.org/ or 800-LALECHE
- **March of Dimes**
Breastfeeding information and link to local March of Dimes chapters. <http://www.marchofdimes.com/index.aspx#>

State and Local Organizations

- **California WIC Works**
Resources for employees on returning to work and breastfeeding. www.wicworks.ca.gov/breastfeeding/BFRsources.html/
- **Texas Mother-Friendly Worksite Program**
<http://texasmotherfriendly.org/>
- **The Breastfeeding Coalition of Washington**
(a program of WithinReach, formerly Healthy Mothers, Healthy Babies Coalition of Washington State) Provides free materials for working mothers in English and Spanish. <http://www.withinreachwa.org/what-we-do/healthy-communities/breastfeeding/>

Resources for Mothers – Materials (Web Based)

The following Web sites provide online articles with general breastfeeding information, as well as information on combining breastfeeding with employment, selecting and using a breast pump, addressing common concerns, and links to resources.

- **Breastfeeding Partners**
(New York State WIC Program)
www.breastfeedingpartners.net/
- **KellyMom.com**
www.kellymom.com/bf/pumping/bf-links-pumping.html/
- **Working and Pumping**
www.workandpump.com/
- **Corporate Lactation Program Services**
Companies can consider doing a Web search using key words such as “corporate lactation program” to identify one of several corporate programs that can assist a company with implementing a program.

Breast Pump Manufacturers

Examples of manufacturers that produce industrial-sized, hospital-grade electric pumps, portable electric breast pumps, and other breastfeeding equipment and supplies:

- **Ameda Breastfeeding Products, Hollister Incorporated**
2000 Hollister Drive Libertyville, IL 60048-3781, 866-99-AMEDA 800-624-5369, www.ameda.com/
- **Medela, Incorporated**
1101 Corporate Dr. McHenry, IL 60050, 800-435-8316 www.medela.com/

Other Important Information

- **Academy of Breastfeeding Medicine**
www.bfmed.org/
- **American Academy of Pediatrics**
www.aap.org/
- **American Academy of Family Physicians**
www.aafp.org/
- **American College of Obstetrics and Gynecologists**
www.acog.org/
- **Association of Women’s Health, Obstetric and Neonatal Nurses (AWHONN)**
www.awhonn.org/
- **National Alliance of Breastfeeding Advocacy**
www.naba-breastfeeding.org/
- **National Association of Pediatric Nurse Practitioners**
www.napnap.org/
- **World Alliance for Breastfeeding Action**
www.waba.org.my/

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Baby Steps & Breastfeeding (619) 672-7077
Barbara Hale RN, IBCLC, CCE
Barbara has over 25 years of experience working mothers, babies and families.
Offering private in home lactation consultations county wide.
Prenatal evaluations and breastfeeding education along with pregnancy and parenting support available.
babystepsandbreastfeeding@gmail.com
Contact by phone or E-mail

SOUTH COUNTY

Family Health Centers of San Diego* (619) 501-9073
Gabie Burke Armijo, Nutritionist/CLE, 1845 Logan Ave, San Diego, CA 92113 www.fhcsd.org

HOSPITAL BREASTFEEDING SERVICES

Kaiser Permanente Hospital OB Patient Education (619) 528-5013 (inpatient) **(866) 940-2218** (outpatient), 4647 Zion Ave, San Diego, CA 92120. Breastfeeding classes; consults in office and hospital. Breast pump rentals and sales, call (619) 528-5153. Kaiser members ONLY.

Naval Medical Center San Diego (619) 532-6914
34800 Bob Wilson Drive, San Diego, CA 92134-5000.
Breastfeeding classes; office and hospital consults, with help for special needs mothers and infants; staff and client education.

Naval Hospital Camp Pendleton (760) 725-1331
Susan Mojica RN, MSN, 149 Los Padres Dr., Oceanside, CA, 92058

PALOMAR HEALTH LACTATION SERVICES
Palomar Breastfeeding Warmline (365 days/year including weekends and holidays): (760) 796-6802
Palomar Health Outpatient Lactation Services: For more information about rental pumps and scales and Free Breastfeeding Support Groups please call: (760) 796-6802, or Pomerado Hospital Lactation Office at 858-613-4053, or Palomar Health Downtown Escondido Lactation Office at 760-739-2434; for Prenatal Breastfeeding Classes please call The HealthSource (800) 628-2880, or go to www.pph.org Classes and Events.

Palomar Downtown Inpatient Lactation {760} 739-2434
555 E. Valley Parkway, Escondido, CA 92025
Pomerado Hospital Inpatient Lactation (858) 613-4053
15615 Pomerado Road, Poway, CA 92064

Rady Children's Hospital San Diego (858) 576-1700 x2531
3020 Children's Way, San Diego, CA 92123. Inpatient lactation consults.

SCRIPPS HEALTH LACTATION SERVICES
1 (800) SCRIPPS or www.scripps.org

Scripps Mende Well Being (858) 626-7024 4305 La Jolla Village Dr. Ste. L-5, San Diego, CA 92122. Breastfeeding classes and support groups; breast pump rentals and sales.

Scripps Mercy Hospital (619) 260-7098
4077 5th Ave, San Diego, CA 92103. Breastfeeding classes, breast pump rental and sales

Scripps Memorial Hospital La Jolla Outpatient Lactation (858) 626-4444 Erin Walsh, MA, IBCLC, CCC-SLP Speech-Language Pathologist

Scripps Memorial Hospital-Encinitas (760) 633-7850
354 Santa Fe Drive, Encinitas, 92024. Breastfeeding classes; inpatient and outpatient consults; breast pump rental and sales. Nursing Nook store: Open daily. Also breast pump rentals, sales and breastfeeding supplies.

Scripps Mercy Hospital-Chula Vista (619) 691-7272
435 H Street, Chula Vista, CA 92190. Breast pump rental and sales.

SHARP HEALTHCARE LACTATION SERVICES

Grossmont Hospital Women's Center (619) 740-4983
5555 Grossmont Center Drive, La Mesa, CA 91942-4998.
Inpatient and outpatient support services; individual consultation, group classes & support groups available; breast pump rentals & sales.

Sharp Chula Vista Medical Center Women's Pavilion
(619) 502-5848, please leave a message. 751 Medical Center Court, Chula Vista, CA 91911

Sharp Mary Birch Hospital for Women & Newborns- New Beginnings Boutique (858) 939-4127 3003 Health Center Drive, San Diego, CA 92123. Hours: M-F 9-7, Sat 9-6, Sun 10-5. Certified lactation educators to answer your breastfeeding questions 7 days/wk. Breast pump rentals and sales, nursing bras and apparel and breastfeeding accessories. Breastfeeding support groups every Wednesday and Friday 2-3:30pm and every 2nd and 4th Tuesday 6-7:30pm. Call us for classes and inpatient and outpatient lactation consultations appts.

Tri-City Medical Center (760) 940-7745
Breastfeeding support warmline. 4002 Vista Way, Oceanside, CA 92056. Inpatient consults & outpatient clinic services by appointment (free) (760) 940-5500. Childbirth & breastfeeding classes: www.tricitymed.org. Breastfeeding support group every Wednesday 9:15-11:00am.

UCSD Medical Center, Lactation Services (619) 543-7149*
200 West Arbor Drive, San Diego, CA 92103. Lactation consults; help for special needs mothers and infants; breastfeeding classes; support group meets every Tuesday from 10 AM – 12 PM at Thornton Hospital; staff and client education. Call 800-926-8273 to learn more
<http://health.ucsd.edu/specialties/obgyn/maternity/newborn/lactation/Pages/support.aspx>

Premature Infant Nutrition Clinic (PINC)
7910 Frost Street, Suite 350, San Diego, CA 92123
Eyla Boies, MD and Terry Lawson, RN, IBCLC
Assistance in helping premature infants transition to breastfeeding, help to mothers with breastmilk supply issues, evaluate fortified breastmilk feeds and monitor growth.
Wednesdays 8am –11 am; call 858 496-4800 for appointments.
<http://health.ucsd.edu/specialties/obgyn/maternity/newborn/nicu/spin/staff/Pages/clinic.aspx>

TONGUE-TIE (ANKYLOGLOSSIA) CLIPPING:

Breastfeeding Fixers
James G. Murphy, MD, FAAP, FABM, IBCLC, and Grace Magill, IBCLC , RLC, LLL
Including lip and tongue-tie releases.
Ph: 760-533-7953
509 S. Cedros Ave, Suite D, Solana Beach, CA 92075
Breastfeedingfixers@gmail.com

Children's Specialists of San Diego, Division of Otolaryngology/Head & Neck Surgery
<http://www.childrensspecialists.com/body.cfm?id=21&action=detail&ref=17> ; 3030 Children's Way, Suite 402, San Diego, CA 92123; Phone: (858) 309-7701. Additional clinics in El Centro, Encinitas, Escondido & Murrieta.

Dr. James T Jesse, DDS
328 Commercial Rd, Suite 104, San Bernardino, CA, 92408
P: 909-799-9988.
http://www.smilereminder.com/vs/james_t_jesse DDS
Tongue and lip tie release by laser.

SAN DIEGO COUNTY BREASTFEEDING COALITION
c/o AAP-CA3
3160 Camino Del Rio South, Suite 115
San Diego, CA 92108



For Additional Copies:
Call: 1-800-371-MILK (6455)
Fax: (619) 281-2295
www.breastfeeding.org

YEAR 2015 BREASTFEEDING RESOURCE GUIDE

HOW TO TELL IF YOUR BABY IS GETTING ENOUGH MILK:

- Every mother-baby pair is different! That makes it hard to say exactly how your baby should be eating. **In the first few days**, your baby is getting rich, yellow colostrum (first milk). Signs that your baby is getting enough milk are:
- One or two periods per day when your baby is alert, bright-eyed, and looking at your face
 - A baby who wants to eat every 1-3 hours and is **generally** satisfied between feedings, however--it is common for newborns to “cluster feed” (need to be breastfeeding **very frequently**) for a daily 4-6 hour stretch, often followed by a long period of sleep. This is normal behavior and helps stimulate an ample milk supply as your baby becomes an expert at latching and removing milk.
 - **Nurse at least 8-12 times in 24 hours**
 - At least 3-4 wet diapers per day by day 3 of life
 - The normal change in stools over the first 2-5 days of life: meconium (dark green, tarry) to transitional stools (lighter green or brown) to true breastmilk stools (yellow, seedy, or loose). The number of stools will increase each day.

- After 3-5 days**, when your milk increases, you will also notice:
- Your breasts feel full before a feeding and softer afterwards
 - A letdown sensation or milk dripping from the other breast
 - You can hear your baby swallow
 - You can see milk in your baby's mouth
 - The processed product (stool!) coming out the other end!

BY: San Diego County Breastfeeding Coalition
Editor: Heidi Burke-Pevney, IBCLC and Nancy E. Wight MD, IBCLC, FABM, FAAP; February 2015

BREASTFEEDING HELPLINES * Spanish Spoken	
American Red Cross WIC*	(800) 500-6411
Grossmont Hospital Women's Center	(619) 740-4983
Kaiser Permanente Lactation Clinic	(866) 940-2218
La Leche League of San Diego County#	(858) 848-6455
Naval Medical Center San Diego	(619) 532-5261
North County Health Services WIC*	(888) 477-6333
Palomar Health	(760) 796-6802
Scripps Memorial Hospital - Encinitas	(760) 633-7850
Scripps Memorial Hospital - La Jolla	(858) 626-4538
Scripps Mercy Hospital	(619) 260-7098
Scripps Mercy Hospital WIC*	(619) 260-3400
SDSU Foundation WIC*	(888) 999-6897
Sharp Mary Birch Hospital for Women	(858) 939-4127
Tri-City Medical Center	(760) 940-7745
UCSD Medical Center	(619) 543-7149
# Spanish (858) 792-5009	

Breastfeeding and Drugs Information
Mother to Baby California (866) 626-6847
(Mon-Fri, 9am-5pm Pacific Time) <http://www.mothersbabyca.org/>
Thomas Hale’s InfantRisk Center: (806) 352-2519 (Mon-Fri, 8am-5pm Central Time) www.infantrisk.org
National Library of Medicine: www.toxnet.nlm.nih.gov
(click on “LactMed”)

WORKING AND BREASTFEEDING INFORMATION:
<http://www.breastfeeding.org/working-breastfeeding.php>

NURSING IN PUBLIC RESOURCES:
www.breastfeeding.org AND <http://www.bestforbabes.org>

- After the first week**, your baby should:
- Nurse at least 8-12 times in 24 hours (every 2-3 hrs, “cluster feeding” periods are normal)
 - Nurse about 10-20 minutes at each feeding
 - Be happy during and after a feeding
 - Gain about 4-7 oz per week (after a small weight loss the first week)
 - Return to birth weight by 2 weeks of age
 - Have 6 or more pale colored, wet diapers in 24 hours
 - Have 4-12 stools in 24 hours
 - Be alert and bright-eyed for several periods each day

- Call your baby's doctor if:**
- Your infant sucks only briefly, very softly or irregularly
 - Your baby is very jaundiced (yellow) and getting more yellow
 - You have severe, constant nipple pain
 - Your baby fights the breast or cries after a minute or two
 - Your baby has fewer than 6 wet diapers a day
 - Your baby has little or no stool, or has dark green mucus stools
 - Your baby seems weak, tired, or not interested in feeding

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California Chapter 3 • San Diego and Imperial Counties

HOW TO FIND HELP - BREASTFEEDING SUPPORT SERVICES

We often assume that breastfeeding is such a natural process that anyone should be able to do it. The truth is, breastfeeding is a learned process for both mother and baby. Preparing for success before your baby's birth--by reading, taking classes, and attending a support group--will help you to know what is normal and how to prevent common problems. If challenges do arise they can most often be minimized or managed with skilled help.

Talk to your midwife, doctor, or birth attendants about your plans to breastfeed and find out what kind of breastfeeding support is available at the place and time you give birth. Partners and grandparents can also be included in learning how to encourage your success! There are a variety of breastfeeding support services that offer information, support, and technical assistance, both before and after your baby is born. This is a guide to those services.

BREASTFEEDING CLASSES

Prenatal breastfeeding classes can provide general information on breastfeeding basics, teach ways to make it easier, and suggest ways to solve problems. Knowing the normal course of breastfeeding and how to avoid the most common pitfalls before the baby is born will lead to a longer, more satisfying breastfeeding experience. The knowledge and confidence you get is worth the few hours you will spend in a prenatal class.

Classes may be offered as part of a childbirth preparation series, as a separate class at a hospital, as a part of WIC services, or be taught privately. Fees may vary, or the classes may be free. Small group classes are best. Bring the baby's father, a friend or family member with you. Classes may include demonstration of techniques. After your baby is born, a follow-up by phone or personal consult may be included. You can use this directory or, hospital or health care provider for a referral.

More information can be found in good breastfeeding books, recommended websites, and from other successful nursing mothers. Mother-to-mother support groups like La Leche League are also a good place to observe breastfeeding styles and learn practical tips. See this directory for phone numbers and visit our website for more links to helpful websites, articles, resources and information for parents and professionals: www.breastfeeding.org.

BREASTFEEDING (LACTATION) SPECIALISTS

Finding and choosing a breastfeeding professional can be a confusing matter. There are many people offering services to help you breastfeed. To find a qualified person that you can work with, consider the following:

Academic Credentials and Experience: What kind of education about breastfeeding do they have? Where did they get their training? A practitioner may have no formal training, may have taken a university certification course, may have passed a written certification exam, or taken a correspondence course. They may be a doctor (MD or DO), nurse (RN, LVN), nurse practitioner (NNP, CPNP), certified nurse midwife (CNM), registered dietitian (RD), occupational therapist (OT), certified lactation educator (CLE), certified lactation consultant (CLC) or international board certified lactation **consultant (IBCLC-the gold standard)**, or certified lactation specialist.

Services: What kinds of services do they offer? Classes, in-person home or office consults, phone counseling, rental and/or sale of breast pumps or other breastfeeding accessories are possible. Where are services provided? Are home or hospital visits made? When are services available? Can you get help on evenings, weekends, or holidays? Is the practitioner affiliated with a hospital or medical group?

Fees: What are the fees for the various levels of service? Costs may be eligible for insurance reimbursement. Fee schedules vary so shop around. Ask for an official bill to submit to your insurance carrier.

BREAST PUMP COMPANIES

Ameda - Ameda Breastfeeding offers the most safe and effective breast pumps and accessories available to today's modern hospitals, retailers and WIC agencies. To learn more about Ameda products and breastfeeding programs, contact Jeane Shauger at (310) 697-9730 www.ameda.com
Hygeia II Medical Group – San Diego based “green” manufacturer of hospital & professional-grade breastpumps and accessories. To locate your nearest retail location, visit www.Hygeiababy.com or call (760) 597-8811.
Limerick - Offers the leading national Workplace Lactation Program and designs and manufactures PJ's Comfort ® Hospital Grade (multi-user) breast pump, a lightweight 1 - ½ lb unit that goes from hospital to home to work.
www.Limerickinc.com

Medela – Medela, Inc. (800) 435-8316. A long-time champion of breastfeeding, Medela is the only company to develop products based on research by the world's leading lactation experts. <http://www.medelabreastfeedingus.com>

OTHER RESOURCES:

La Leche League of San Diego County (858) 848-6455 (MILK)
www.llofsandiego.com
Mother-to-mother support via monthly meetings & phone help countywide at no charge.

La Leche League Helpline: 877-4-LALECHE

WIC (Women, Infants, & Children) PROGRAMS
WIC offices offer classes, support groups, counseling and other services. Ask your local WIC office for details.

American Red Cross WIC Program * (800) 500-6411
www.sandiegowic.org 3950 Calle Fortunada, San Diego, CA 92123

North County Health Services WIC Program: (888) 477-6333
Warm line in Eng & Span, M-F, 7:30am-4:30pm
150 Valpreda Rd, San Marcos, CA 92069
www.nchs-health.org for WIC info and clinic locations

SDSU Research Foundation WIC Program* (888) 999-6897
9210 Sky Park Court, Ste 150, San Diego, CA 92123;

www.sdsuwic.com

Scripps Mercy Hospital WIC Program* (619) 260-3400
3660 7th Ave., 2nd floor, San Diego, CA 92103
San Ysidro Health Center WIC Program * (619) 426-7966
1655 Broadway, Suite #18, Chula Vista, 91911

UCSD Extension Lactation Training (858) 534-9262
<http://extension.ucsd.edu/healthcare>, Email: unexhealthcare@ucsd.edu Healthcare Department, 9500 Gillman Drive, 0170-E, La Jolla, CA 92093. Online & in-class Lactation Specialist, Lactation Educator/Counselor and Lactation Consultant
Specialized certificate; classroom and clinical education; BRN available.

PROVIDERS OF BREASTFEEDING (LACTATION) SERVICES

Although listed by address, the sources listed below provide services throughout San Diego County. The credentials listed after their names are listed as the individual requested and have not been verified by the San Diego County Breastfeeding Coalition. The San Diego County Breastfeeding Coalition does not certify or guarantee any services provided. Some breastfeeding services accept insurance and Medi-Cal. Ask when you call. ***Spanish spoken**

CENTRAL SAN DIEGO/ LA JOLLA/ BEACHES

San Diego County Midwives

Gerri Ryan LM, CPM; 619-434-9188
3802 Alameda Way, Bonita, CA 91902

Heather LeMaster LM, CPM; 619-565-8831

4135 54th Place, San Diego, CA 92105

www.sandiegocountymidwives.com

Beautiful Beginnings (619) 583-1129

www.beautifulbeginnings.org

Education, Support and Referrals for Childbirth Education Classes, Fitness Classes, Labor Support Doulas, Postpartum Doulas, Breastfeeding Support, Massage Therapists, Trainings.

Healing Connections (619) 794-6771

Teresa Rzesiewicz, RN, BSN, PHN, IBCLC, CIMI

trzesiewicz@aol.com Lactation visits and infant massage in your home.

San Diego Breastfeeding Center - (619) 606-2211

Robin Kaplan, M.Ed, IBCLC - robinkaplan@sdbfc.com

www.sdbfc.com

In-home and in-office private lactation consults; reduced fee breastfeeding clinics; free weekly support groups; prenatal breastfeeding classes; Breastfeeding and Parenting blog (www.sdbfc.com/blog) and host of The Boob Group podcast (www.newmommymedia.com). Accepts most insurances.

Serenity Breastfeeding 619-990-6479

Christine Hennes, IBCLC, RLC, CCE

christine@serenitybreastfeeding.com

Nurture-Empower-Teach

Private lactation consults in the comfort of your home.

Experience working with over 15,000 moms & babies

Visit my website at: www.serenitybreastfeeding.com

The Sweetest Milk (619) 222-1043

Margaret Goebel, IBCLC,RLC www.thesweetestmilk.com

Consultations and breastfeeding support in your home.

Mamas & Milk (858) 218-MILK (6455)

Dawn Dickerson, M.Ed, IBCLC, RLC CD(DONA), RYT

dawn@mamsandmilk.com

Private lactation consults in your home or at our office; prenatal breastfeeding classes; free weekly support groups; prenatal and mama yoga www.mamasandmilk.com

Sweet Life Lactation (858) 869-7001

Sarah P. Lin, IBCLC sarah@sweetlifelactation.com

In home lactation consults; group and private prenatal and back to work classes; free drop in support group.

www.sweetlifelactation.com

North County Birth and Beyond (858) 481-2450

Dianne Randall, IBCLC, LCCE

dianne@northcountybirthandbeyond.com

Breastfeeding consultations in your home or my office. Prenatal breastfeeding classes. Serving central San Diego to Encinitas visit my web site at: www.northcountybirthandbeyond.com

Amber Burvall, IBCLC (619) 944-4772

www.sandiegobreastfeedingsupport.com

Caring support in your home to meet your breastfeeding goals. Over 10 years experience with moms and babies specializing in positioning and latch, milk supply maintenance, preterm and late preterm infants. Aetna Preferred Provider.

NORTH COUNTY COASTAL

Babies in Bloom (760) 940-BABY (2229)

Rochelle McLean IBCLC, CCE, CD 1948 Via Centre, Vista, CA 92081 www.babies-in-bloom.com

Rochelle has been supporting breastfeeding families since 1998. Babies in Bloom Birth Center & Boutique offers classes, support and natural products for your baby & family: breastfeeding supplies and accessories (including breastpump and scale rentals), nursing bras and more. We offer breastfeeding classes, free support groups, and personal lactation consultations in our office or your home.

Latching With Love, by Wendy Colson RN, IBCLC

Nurse Wendy has over 18 years' experience helping moms and babies; specializing in pre-term and term suck issues, latch difficulties, lip and tongue-tie management, office and private in-home consultations, monthly prenatal classes, corporate lactation programs, community mentor for nursing and lactation students, and a free weekly support group located at the Cap Wellness Center (Dr. Capetanakis) in Encinitas every Thursday. ACCEPTS MOST INSURANCES

www.latchingwithlove.com

Best Baby Ever

Vicki Wolfrum CNM, IBCLC (619) 507-6108 (cell)

www.WholeLifeHomeCare.com (858) 369-5930

2235 Encinitas Blvd, suite 206

Encinitas, CA 92024

Home visits. Over 30 years experience: specializing in multiples, preemies, suck and milk supply problems.

Babylove Lactation (858) 324-4180

Alyssa McPherson, IBCLC

www.babylovesandiego.com

www.facebook.com/BabyloveLactation

Supporting San Diego breastfeeding families with in-home consultations and private breastfeeding classes. Aetna In-Network Participating Provider.

NORTH COUNTY INLAND

Breastfeeding with Grace (858) 271-0913

Grace Magill, IBCLC, RLC, LLL graceibclc@gmail.com

Breastfeeding consultations and support in your home or in my office. Private prenatal breastfeeding classes. Rental of breast pumps and scales, sales of breastfeeding aides. Specializing in milk supply issues, latch and suck-related problems and multiples. Military discount. www.Mybreastfeedingconsultant.com

Cindy Hartshorn, CLEC, IBCLC (760) 214-2983

cindy4breastfeeding@gmail.com

Available for one-on-one education prior to the birth of your baby and can assist with pumping and back-to-work issues.

EAST COUNTY

Happy Healthy Moms and Babies (619) 992-1933

Rose deVigne Jackiewicz RN, IBCLC

www.NurseRoseOnline.com

Breastfeeding assistance and referrals. Online breastfeeding classes.

Leilani Wilde IBCLC; DONA Trained Labor & Postpartum

Doula Specializing in tongue ties, preemies, low /insufficient milk supply. In-home private lactation consults; group and private prenatal breastfeeding classes; free weekly breastfeeding support groups 619-922-0808; leilani@mothersbreastisbest.com



Breastfeeding/Lactation Support and Policy

Laws in Support of Breastfeeding



California Breastfeeding Laws



Breastfeeding Mothers Are Protected by Law

1997: Personal Rights: Breastfeeding

Section 43.3 of the Civil Code

This law provides that a mother may breastfeed her child in any location, public or private, where the mother and child are authorized to be present, except the home or residence of another.



2000: Jury Service: Breastfeeding

Section 210.5 of the Code of Civil Procedure

This law exempts breastfeeding mothers from jury duty, and requires the State to take steps to eliminate the need for the mother to appear in court to make this request.

2002: Lactation Accommodation

Chapter 3.8, Section 1030, Part 3 of Division 2 of the Labor Code.

This law requires all California employers to provide reasonable amount of break time and make a reasonable effort to provide space other than a toilet stall, close to the employee's work area, to accommodate an employee desiring to express breastmilk for her baby. The break time shall be unpaid if the break time does not run concurrently with the rest time authorized for the employee. An employer is not required to provide break for pumping if taking break time beyond the usual time allotted for breaks would seriously disrupt the operations of the employers. Violation of this chapter is subject to a civil penalty of \$100.



For the full text of the law or resolution, go to: www.leginfo.ca.gov.

Fact Sheet #73: Break Time for Nursing Mothers under the FLSA

This fact sheet provides general information on the break time requirement for nursing mothers in the Patient Protection and Affordable Care Act (“PPACA”), which took effect when the PPACA was signed into law on March 23, 2010 (P.L. 111-148). This law amended Section 7 of the Fair Labor Standards Act (FLSA).

General Requirements

Employers are required to provide “reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child’s birth each time such employee has need to express the milk.” Employers are also required to provide “a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.”

The FLSA requirement of break time for nursing mothers to express breast milk does not preempt State laws that provide greater protections to employees (for example, providing compensated break time, providing break time for exempt employees, or providing break time beyond 1 year after the child’s birth).

Time and Location of Breaks

Employers are required to provide a reasonable amount of break time to express milk as frequently as needed by the nursing mother. The frequency of breaks needed to express milk as well as the duration of each break will likely vary.

A bathroom, even if private, is not a permissible location under the Act. The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing mother’s use, it must be available when needed in order to meet the statutory requirement. A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient provided that the space is shielded from view, and free from any intrusion from co-workers and the public.

Coverage and Compensation

Only employees who are not exempt from section 7, which includes the FLSA’s overtime pay requirements, are entitled to breaks to express milk. While employers are not required under the FLSA to provide breaks to nursing mothers who are exempt from the requirements of Section 7, they may be obligated to provide such breaks under State laws.

Employers with fewer than 50 employees are not subject to the FLSA break time requirement if compliance with the provision would impose an undue hardship. Whether compliance would be an undue hardship is determined by looking at the difficulty or expense of compliance for a specific employer in comparison to the size, financial resources, nature, and structure of the employer's business. All employees who work for the covered employer, regardless of work site, are counted when determining whether this exemption may apply.

Employers are not required under the FLSA to compensate nursing mothers for breaks taken for the purpose of expressing milk. However, where employers already provide compensated breaks, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for break time. In addition, the FLSA's general requirement that the employee must be completely relieved from duty or else the time must be compensated as work time applies. See [WHD Fact Sheet #22, Hours Worked under the FLSA](#).

FLSA Prohibitions on Retaliation

Section 15(a)(3) of the FLSA states that it is a violation for any person to "discharge or in any other manner discriminate against any employee because such employee has filed any complaint or instituted or caused to be instituted any proceeding under or related to this Act, or has testified or is about to testify in any such proceeding, or has served or is about to serve on an industry committee."

Employees are protected regardless of whether the complaint is made orally or in writing. Complaints made to the Wage and Hour Division are protected, and most courts have ruled that internal complaints to an employer are also protected.

Any employee who is "discharged or in any other manner discriminated against" because, for instance, he or she has filed a complaint or cooperated in an investigation, may file a retaliation complaint with the Wage and Hour Division or may file a private cause of action seeking appropriate remedies including, but not limited to, employment, reinstatement, lost wages and an additional equal amount as liquidated damages.

For additional information, visit our Wage and Hour Division Website:

<http://www.wagehour.dol.gov> and/or call our toll-free information and helpline, available 8 a.m. to 5 p.m. in your time zone, 1-866-4USWAGE (1-866-487-9243).

This publication is for general information and is not to be considered in the same light as official statements of position contained in the regulations.

U.S. Department of Labor
Frances Perkins Building
200 Constitution Avenue, NW
Washington, DC 20210

1-866-4-USWAGE
TTY: 1-866-487-9243
[Contact Us](#)

Six Key Laws for Parents

These **California Laws** Allow You to Take Time to Nurture your Child



Pregnancy Disability Leave

Women who work for an employer with 5 or more employees are entitled to up to 4 months of Pregnancy Disability Leave.

Pregnant employees have the right to take up to 4 months of job-protected leave for disability due to pregnancy, childbirth or a related health condition. This leave also applies to time off for prenatal care. In addition to leave, pregnant women are entitled to reasonable accommodations at work, such as modified duties or frequent bathroom breaks.

Women are entitled to continued employer health insurance coverage while on Pregnancy Disability Leave.

Family & Medical Leave Act (FMLA)/California Family Rights Act (CFRA)

You may be entitled to 12 weeks of job-protected leave to bond with your new baby.

Male and female employees have the right to up to 12 weeks of leave to bond with a newborn baby, newly adopted or foster child. Bonding leave must be taken within the first 12 months of the child's arrival in the home.

To be eligible for job-protected bonding leave, an employee must work for a company with 50 or more employees within a 75-mile-radius, and the employee must have worked at least one year and 1,250 hours in the year prior to taking leave.



Paid Family Leave Act

Employees who pay into State Disability Insurance are entitled to up to 6 weeks of partial pay to bond with a new child or care for a child with a serious health condition.

The Paid Family Leave Act entitles eligible employees to receive partial pay while taking time off work to bond with a newborn baby, newly adopted or foster child within the first 12 months of the child's arrival in the home. The benefits are available for up to 6 weeks each year.

Employees can also receive benefits if they must take time off work to care for a child, parent, spouse or domestic partner with a serious health condition.



Sick Leave Use for Family Care

If you earn paid sick leave, you are entitled to use half of the sick leave earned each year to care for sick family members.

Employers who provide paid sick leave are required to allow employees to use up to 1/2 of the sick leave accrued during a 12-month period to care for a sick child, parent, spouse or domestic partner.

To be eligible, an employee must be a full or part-time employee with accrued sick leave.



Family-School Partnership Act

Parents who work for an employer with 25 or more employees at the same location are entitled to take time off work to attend a child's school activities.

The Family-School Partnership Act allows parents to take unpaid time off from work to participate in activities in their child's elementary, middle or high school or licensed child care facility. School activities include field trips, parent-teacher conferences, and graduations. A parent may take up to 40 hours each year, but no more than 8 hours per month.

Lactation Accommodation Laws

Employed mothers have the right to break time and a private space to express breast milk for their babies.

Federal and California State laws protect a woman's right to lactation accommodations. In California, all employers must provide breastfeeding mothers with break time and reasonable accommodations. The space should be private, free from intrusion, and in close proximity to the employee's work area. The lactation room cannot be a bathroom stall. Breastfeeding mothers can use their regular paid breaks.

If an employed mother needs more time, employers must give them the additional break time, but it may be unpaid.

For more information call:

The Legal Aid Society – Employment Law Center: 1-800-880-8047 Work and Family Helpline • **Equal Rights Advocates** 1-800-839-4372
For information on how to get involved in expanding family leave rights in California, contact the California Work and Family Coalition at 510-643-7088 or on line at www.workfamilyca.org • This publication is intended to provide accurate information regarding the legal rights of California employees. However, do not rely on this information without consulting an attorney or the appropriate government agency.
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CALIFORNIA
Work & Family
COALITION
www.workfamilyca.org



Breastfeeding/Lactation Support and Policy

Insurance/ Benefits



Source: Adapted from The Business Case for Breastfeeding: http://ask.hrsa.gov/detail_materials.cfm?ProdID=4135.

Insert your own
insurance benefits here

Women's Health and OB Preventive Services Covered by the Affordable Care Act

Any services below marked with an asterisk (*) may be covered at no cost to you by the Affordable Care Act for health insurance plans starting on or after **August 1, 2012**.

Covered Preventive Women's Health Services

- Well-woman visits to obtain recommended preventive services*
- Domestic and interpersonal violence screening and counseling for all women*
- BRCA counseling about genetic testing for women at higher risk
- Breast Cancer Mammography screenings every 1 to 2 years for women over 40
- Breast Cancer Chemoprevention counseling for women at higher risk
- Cervical Cancer screening for sexually active women
- Contraception: Food and Drug Administration-approved contraceptive methods, sterilization procedures, and patient education and counseling, not including abortifacient drugs*
- Human Papillomavirus (HPV) DNA Test: high risk HPV DNA testing every three years for women with normal cytology results who are 30 or older*
- Osteoporosis screening for women over age 60 depending on risk factors
- Chlamydia Infection screening for younger women and other women at higher risk
- Sexually Transmitted Infections (STI) counseling for sexually active women*
- Gonorrhea screening for all women at higher risk
- Human Immunodeficiency Virus (HIV) screening and counseling for sexually active women*
- Tobacco Use screening and interventions for all women

Covered Pregnancy Services

- Anemia screening on a routine basis for pregnant women
- Bacteriuria urinary tract or other infection screening for pregnant women
- Breastfeeding comprehensive support and counseling from trained providers, as well as access to breastfeeding supplies, for pregnant and nursing women*
- Folic Acid supplements for women who may become pregnant
- Gestational diabetes screening for women 24 to 28 weeks pregnant and those at high risk of developing gestational diabetes*
- Hepatitis B screening for pregnant women at their first prenatal visit
- Rh Incompatibility screening for all pregnant women and follow-up testing for women at higher risk
- Syphilis screening for all pregnant women or other women at increased risk
- Tobacco Use screening and interventions for all women, and expanded counseling for pregnant tobacco users



Breastfeeding/Lactation Support and Policy

Breastfeeding Basics



Source: Adapted from The Business Case for Breastfeeding: http://ask.hrsa.gov/detail_materials.cfm?ProdID=4135.

The Benefits of Breast Milk... For Babies, Moms & Our World

Breastfed infants are healthier!



- Ⓢ Breast milk is filled with the antibodies, immune factors, enzymes and white blood cells that babies need early in life
- Ⓢ Breastfed infants have:
 - Ⓢ Increased resistant to disease and infection
 - Ⓢ Fewer ear infections
 - Ⓢ Breastfeeding decreases the risk of SIDS
 - Ⓢ Fewer allergies later in life
 - Ⓢ Decreased risk of obesity
 - Ⓢ Fewer cavities

Breastfeeding benefits moms!

- Ⓢ Convenience - no formula to mix, bottles to heat, items to wash
- Ⓢ Breastfeeding helps moms lose weight after childbirth
- Ⓢ Breastfeeding reduced the risk of osteoporosis
- Ⓢ Breastfeeding lowers the risk of breast, endometrial, ovarian, and uterine cancers
- Ⓢ Breastfeeding is cheaper than formula, saving families an average of \$8000/year
- Ⓢ Breastfeeding also saves money by reducing health care costs throughout a child's life



Breastfeeding is good for the earth!

- Ⓢ Breastfeeding produces no waste and is a free, renewable resource!
- Ⓢ Breast milk creates fewer pollutants
- Ⓢ Breast milk requires no packaging
- Ⓢ Breast milk costs nothing to produce!

Tips for Choosing Breastfeeding-Friendly Child Care

Many mothers have to be away from their babies because of work or school. This can make it harder to continue breastfeeding. Choosing a child care provider who is supportive of breastfeeding is an important part of making it easier to be away from your baby.

Take this checklist with you, and ask the child care center:

- Do they support your desire to continue feeding your baby your milk?
- Is there a place where you can comfortably sit and nurse your baby?
- Does the staff feed babies when they are hungry, rather than on a strict schedule?
- Are they willing to hold off feeding right before you pick up your baby?
- Does the center have a refrigerator for storing milk?
- Are you welcome to visit and breastfeed your baby at any time?



There are so many good reasons
to continue to breastfeed
your baby.

Take the time to find a child
care provider who will help
and support you.

You will be glad you did!



San Diego County WIC programs

WIC saves you money!
Checks are worth \$50-\$150
per month, per person.



The Women, Infants, & Children (WIC) program is a supplemental nutrition program to help pregnant women, infants, and children (up to age five) **eat well, stay healthy, and be active.**

At no cost, WIC provides you and your family with food, education, and resources, including:



Nutrition Education

Nutrition tips and healthy recipes, cooking classes and demonstrations, and a weight loss program.* *Online education available.*



Breastfeeding Support

Individual support, group discussions, breast pumps, Help Line, and online help. Peer counseling* available at some WIC offices.



Groceries

Checks for nutritious foods—fresh fruits & vegetables, whole grains, cereal, baby food, milk, peanut butter, beans, juice, tofu, and soy milk.



Community Resources

Referrals to other resources in the community for things like childcare, medical and dental care, parenting, and more.

*Class offerings and breastfeeding services may vary between WIC agencies.

You could be eligible!

WIC is for all kinds of families: married and single parents, working or not working. If you are a father, mother, grandparent, foster parent or other legal guardian of a child under five, you can apply for WIC.

For more details about the California WIC Program, log on to:
www.wicworks.ca.gov

In San Diego County, there are five agencies that offer WIC services — serving nearly 100,000 people per month. To qualify for WIC, families must meet income guidelines and live in California.

WIC Income Guidelines

WIC does not include BAH for military families.
Pregnant women count as 2 people.

Number of people in family	Gross monthly income
2	\$2,392
3	\$3,011
4	\$3,631
5	\$4,251
6	\$4,871

Income guidelines subject to change.
Please check www.wicworks.ca.gov for up-to-date information.

Call us to make an appointment today!
See reverse for agency locations and phone numbers.
You can also locate a San Diego WIC office near you with our locator tool: **<http://sdwic.com>**



American Red Cross
San Diego Imperial Counties Chapter

North County

Oceanside Office

1906 Oceanside Blvd.
Oceanside, CA 92054

Poway Community Center

13094 Civic Center Dr.
Poway, CA 92064

St. Patrick's Church

3256 Madison St.
Carlsbad, CA 92008

Mesa Margarita Comm. Ctr.

Melba Bishop Rec. Ctr.
5306 N. River Rd.
Oceanside, CA 92057

East County

El Cajon Office

564 North 2nd St.
El Cajon, CA 92021

Spring Valley Office

8810 Jamacha Blvd.
Spring Valley, CA 91977

Lakeside Community Ctr.

9841 Vine St.
Lakeside, CA 92040

Central San Diego

College Area Office

5821 University Ave.
San Diego, CA 92115

Linda Vista Office

7612 Linda Vista Rd.
San Diego, CA 92111

Point Loma United Methodist Church

1984 Sunset Cliffs Blvd.
San Diego, CA 92107

Southeast San Diego

Euclid Health Ctr.

292 Euclid Ave., Ste. 225
San Diego, CA 92114

Lemon Grove Office

7034 Broadway Ave.
Lemon Grove, CA 91945

Military Locations

Naval Base San Diego (32nd St.)

Fleet & Family Support Ctr.
Bldg. 265
3005 Corbina Alley
San Diego, CA 92136

Camp Pendleton

Abby Reinke Wire Mtn.
Comm. Ctr., Bldg. 201019
Camp Pendleton, CA 92055

Camp Pendleton

Pass & ID Card Bldg., #130132
(Vandegriff & 14th St.)
Camp Pendleton, CA 92055

Camp Pendleton

San Onofre Comm. Ctr.
Bldg. 51919
Camp Pendleton, CA 92055

Marine Corps Air Station Miramar

Chapel - Bldg. 5632
45549 Bauer St.
Miramar, CA 92145

Marine Corps Recruit Depot

Library, Bldg. 7 West
3800 Chosin Ave.
San Diego, CA 92140

Murphy Canyon Youth Center

4867 Santo Rd.
San Diego, CA 92123

1-800-500-6411 • www.sandiegowic.org



SAN DIEGO STATE
UNIVERSITY
Research Foundation

North County

Escondido

1131 East Washington Ave., Suite K, Escondido, CA 92025

Vista

1031 South Santa Fe Ave., Suites G & H, Vista, CA 92083

Fallbrook

504 East Alvarado St., Ste. 105, Fallbrook, CA 92028

South County

Chula Vista

542 Broadway, Ste. Q, Chula Vista, CA 91910

Southeast San Diego

3177 Oceanview Blvd., San Diego, CA 92113

Logan Heights Family Health Center

1809 National Ave., San Diego, CA 92113 (Inside Adobe Building)

North Park

4101 30th St., Ste. A, San Diego, CA 92104

East County

El Cajon

321 Van Houten Ave., El Cajon, CA 92020

Spring Valley

9621 Campo Road, Ste. G, Spring Valley, CA 91977

Central San Diego

Clairemont WIC Office

4340 Genesee Ave., Ste. 105, San Diego, CA 92117

Mira Mesa

10737 Camino Ruiz, Ste. 135, San Diego, CA 92126

1-888-999-6897 • www.sdsuwic.com

To locate a San Diego WIC office near you,
use our locator tool: <http://sdwic.com>



San Marcos

150 Valpreda Road, Suite 102, San Marcos, CA 92069

Encinitas

285 N. El Camino Real, Suite 111, Encinitas, CA 92024

Oceanside/Mission Mesa

2210 Mesa Drive, Oceanside, CA 92054

Escondido

649 W. Mission Avenue, Suite 7, Escondido, CA 92025

Ramona

1721 Main Street, Suite 110, Ramona, CA 92065

Valley Center

28246 Lilac Road, Valley Center, CA 92082

Indian Health Council — Rincon Reservation

Hwy S6 Golsh Road, Valley Center, CA 92082

Borrego Springs Elementary School

1315 Palm Canyon Road, Borrego Springs, CA 92004

1-888-477-6333
www.nchs-health.org



City Heights Wellness Center

4440 Wightman St., Ste. 200
San Diego, CA 92105

Linda Vista Health Care Center

6973 Linda Vista Rd.
San Diego, CA 92111

National City

Paradise Valley Wellness Center
2345 East 8th St, Ste. 100
National City, CA 91950

Chula Vista

251 Palomar Street, Ste. C
Chula Vista, CA 91911

619-260-3400
www.scripps.org



Chula Vista

1655 Broadway, Ste. 18
Chula Vista, CA 91911

National City

1420 East Plaza Blvd., Ste. B4
National City, CA 91950

Imperial Beach

886 Palm Ave. (at 9th St.)
Imperial Beach, CA 91932

San Ysidro Village

4494 Camino de la Plaza
San Ysidro, CA 92173

Maternal & Child Health Center

4050 Beyer Blvd., 3rd Floor
San Ysidro, CA 92173

1-888-942-7942
email: WIC@syhc.org

Please call before visiting our offices. Hours may vary and addresses are subject to change.