

## NLN 2016 Abstract Submission from California

**Title:** Lactation Accommodation of the Low Wage Worker Workgroup

**Submitted by:** CA Maternal, Child and Adolescent Health (MCAH) Division, Suzanne Haydu, MPH, RD

**People involved:** The work group includes California Division of Labor Standards Enforcement, United States Breastfeeding Committee, California Breastfeeding Coalition, Legal Aid Society: Employment Law Center, California Department of Public Health (CDPH): Women Infants and Children Program, California Department of Health Care Services: Systems of Care, California WIC Association, CDPH: MCAH Division, Breastfeed LA. Recently invited the Department of Fair Employment and Housing.

**Background:** Inspired by the CWA's Policy Brief: Increasing Breastfeeding in the Low-Wage Worksite (2009) [http://www.calwic.org/storage/documents/wellness/bf\\_worksite.pdf](http://www.calwic.org/storage/documents/wellness/bf_worksite.pdf) and wanting to address breastfeeding duration disparities and forge a stronger partnership with the Labor Commissioner's Office, MCAH took the lead in 2015 to convene a small but very enthusiastic workgroup to address Workplace Lactation Accommodation for the Low Wage Worker.

**Project Goals:** Collaborate to build capacity to support workplace lactation accommodation for the low wage workers in California.

**Methods:** Meet bi-monthly since February 2015.

**Results:** Developed a strategic plan. Some topics being addressed include:

- Compilation of major lactation accommodation efforts in California
- CA workplace law analysis –providing input to the USBC to compile an exhaustive table on what each law does and does not cover as relates to lactation accommodation
- Workgroup member organizations model best practices for lactation accommodation-working to improve CDPH and local health jurisdiction practices
- Promote ACA lactation coverage so women have the services and durable medical goods needed to be successful
- Provide technical assistance to Labor Commissioner office, e.g., reviewing we page (including questions and answers) and offering education to staff
- Developed and provided a Cal to Action to attendees at the 2016 California Breastfeeding Summit
- Developing Lactation Accommodation Guidelines
- Provided trainings to healthcare providers regarding the employment rights of their patients including lactation accommodations
- Collecting and analyzing data related to lactation accommodation-see our infographic: <http://www.cdph.ca.gov/data/surveys/MIHA/MIHAPublications/WorkplaceBreastfeedingSupportinCalifornia.pdf>

**Summary/Discussion:** All workgroup members volunteer to take on activities. It is an easy to facilitate sized workgroup. Having this more defined theme for breastfeeding promotion allows us to work on more details.