

NEW LACTATION LAW:

What every employer needs to know,
during COVID and Beyond.

WEBINAR

SPEAKERS:



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UC Hastings College of Law



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Chair, Virginia Breastfeeding Coalition



Jarene Fleming

State Breastfeeding Coordinator,
Virginia Department of Health

WEDNESDAY, JULY 22
10:00AM - 11:00AM (EST)

REGISTRATION LINK:
<https://bit.ly/32iOB63>



#ManyVoicesUnited | #VAbreastfeeds

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WORKLIFE



LAW

UNIVERSITY OF CALIFORNIA
HASTINGS COLLEGE OF THE LAW

Virginia
Breastfeeding
Coalition

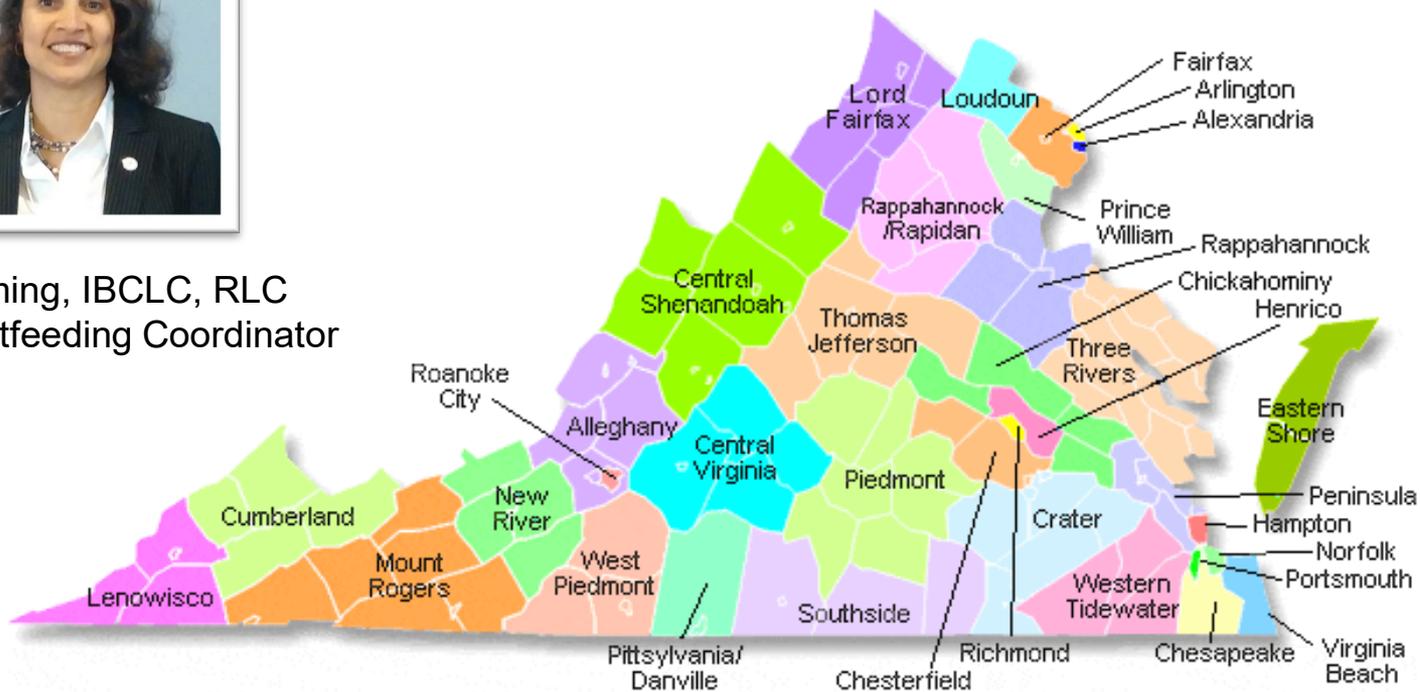


Integrating current CDC guidelines to develop safe workplace lactation spaces

Pandemic Considerations for Lactating Workers



Jarene Fleming, IBCLC, RLC
State Breastfeeding Coordinator



July 22, 2020

Lactation Room Safety in the Context of COVID19

3 Step Process

1

Compare CDC Guidelines: *Care for Breastfeeding Women**, *How to Keep your Breast Pump Kit Clean*, and *Cleaning and Disinfecting Your Facility*.

2

Integrate CDC recommendations into Federal & State workplace lactation accommodations.

3

Examine & Discuss areas that need enhancements.

²*Using inclusive and nongendered lactation terminology is preferred.

1

CDC Guidelines & Recommendations

3 CDC Guidelines

Care for Breastfeeding Women*

Wash hands before touching pump or bottle parts and clean all parts after each use

Recommends guideline on how to properly clean and sanitize breast pumps

Recommends guideline for Disinfecting Facilities for workplace lactation rooms

Wear cloth masks



Keep Your Breast Pump Kit Clean

Wash hands with soap and water for 20 seconds or apply hand sanitizer before and after expressing

Clean dials, power switch, and countertop with disinfectant wipe



Cleaning and Disinfecting Your Facility

Wash hands with soap and water for 20 seconds or apply hand sanitizer.

Clean high touch surfaces including tables, doorknobs, light switches, countertops, handles, sinks, dials

Soft surfaces to be laundered or disinfected using EPA disinfectants

More frequent cleaning and disinfection



2

Integrate CDC Guidelines into Code of Virginia Human Rights Act [§ 2.2-3900](#)-[§ 2.2-3909](#)

An employer shall...

provide reasonable accommodation for known limitations related to pregnancy, childbirth, or related medical conditions. § 2.2-3909

- Follow CDC Care For Breastfeeding Women*
- More frequent cleaning and disinfecting
- Wear cloth mask



Provide access to a *private location other than a bathroom for the expression of breast milk.* § 2.2-3909 (A)

- Soft surfaces to be laundered or disinfect using EPA disinfectants
- Employers would provide breastfeeding employees with a private, non-bathroom space for milk expression.



Make Reasonable accommodation includes more frequent or longer bathroom breaks, breaks to express breast milk.

- More frequent cleaning and disinfecting
- Provide disinfecting wipes
- Follow CDC Guidelines for Cleaning and Disinfecting Your Facility
- Wear cloth mask



*Using inclusive and nongendered lactation terminology is preferred.

2

Integrate Virginia Safety & Health Codes Board Emergency Temporary Standard [§16 VAC 25-220](#) & Code of Virginia Human Rights Act

D. Access to common areas, breakrooms, or lunchrooms shall be closed or controlled.”

Employers would provide breastfeeding employees with a private, non-bathroom space for milk expression



D.1.b. The employer shall limit occupancy of the designated common area or room so that occupants can maintain physical distancing...shall enforce the occupancy limit.

Provide access to a private location other than a bathroom for the expression of breast milk.



D.1.c. Employees shall be required to clean and disinfect the immediate area in which they were located prior to leaving,

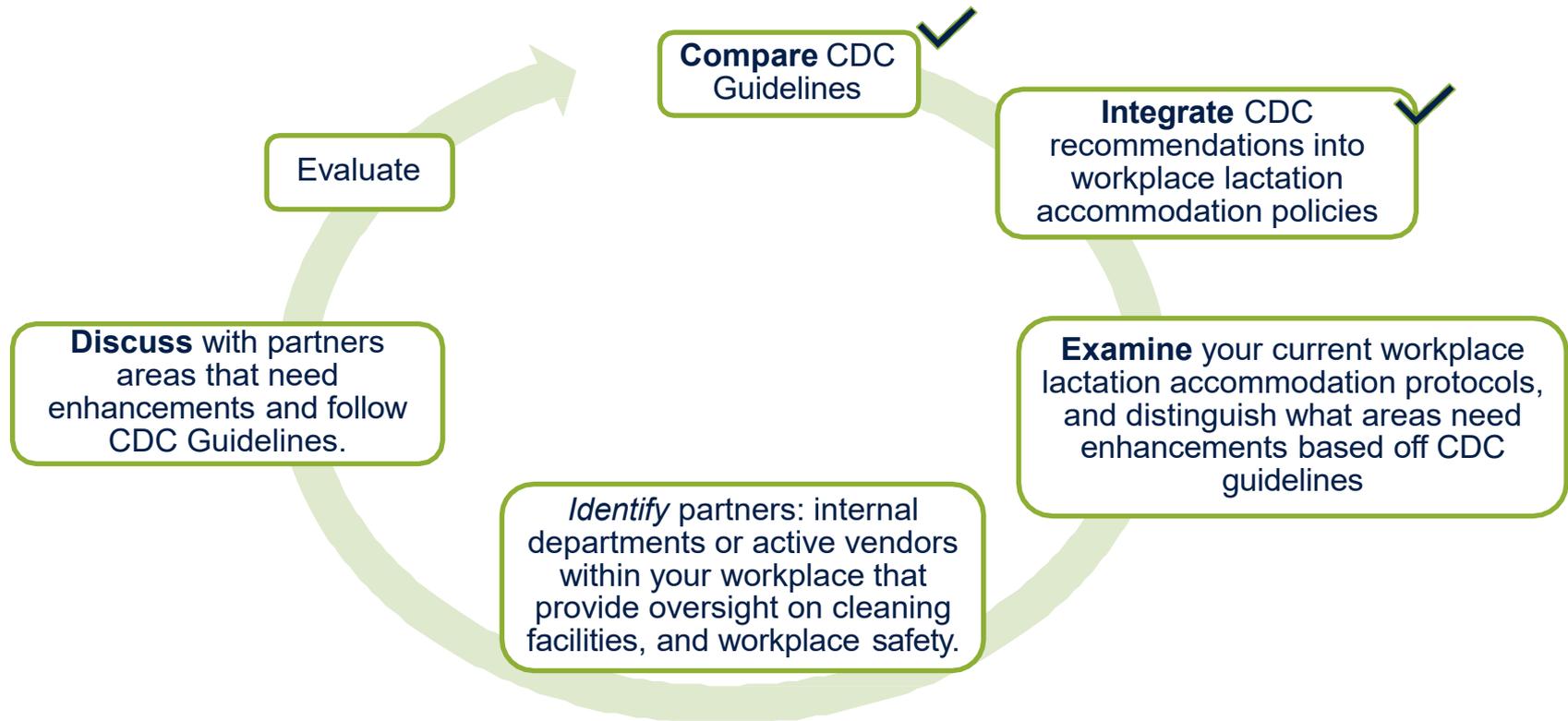
reasonable accommodation for the known limitations of persons related to pregnancy, childbirth, or related medical conditions.



*Using inclusive and nongendered lactation terminology is preferred.

3

Examine & Discuss areas that need enhancements





Custodial Services - Frequencies of Service

Examine areas that need enhancements based off CDC guidelines

Identify partners: internal departments or active vendors within your workplace that provide oversight on cleaning facilities, and workplace safety.

Discuss with partners areas that need enhancements and follow CDC Guidelines.

Lactation Rooms*	
Daily	<ul style="list-style-type: none"> • Trash bins and receptacles are emptied. • Dispensers are checked and filled as needed. • Large debris is removed from the floor and tile is dust-mopped, sprayed with disinfectant, and mopped thoroughly or vacuumed if carpet. • All surfaces are sprayed with disinfectant and scrubbed. • Breast pump trolleys are sprayed with disinfectant and wiped. • Breast pumps are spot-cleaned. Towel is sprayed with disinfectant then wiped. • Floor stains are spot-cleaned with a wet mop. • Furniture is wiped with disinfectant spray. • Cabinet surfaces and refrigerator exterior are wiped with PDI wipes.
Monthly	<ul style="list-style-type: none"> • Interior of mini-refrigerator is wiped clean and disinfected.
What to Expect	<p>Lactation room users are expected to keep area neat without leaving personal items behind. All lights work. Soap dispensers, faucets, door handles, and other fixtures are clean. All supplies including disinfectant wipes are stocked. Sinks and floor are all clean and disinfected.</p>

Lactation Room *Welcome*



This room is reserved
for lactation use only

Please report misuse: lactationprogram@ucsf.edu



Please clean equipment and
furniture before and after use
with wipes provided



Thank you for being courteous
by avoiding loud conversations and
strong-smelling foods in shared spaces



Please be sure to take all
personal items with you
including pump parts

UCSF Family Services
Campus Life Services

FOR MORE INFORMATION, VISIT:
tiny.ucsf.edu/UCSFpump

QUESTIONS OR FEEDBACK?
LactationProgram@ucsf.edu

LOCATION *(Required)*



Does this room need attention?

Location: SON 2T1



Report Now: fixit.ucsf.edu



Call: 415.476.2021

UCSF Facilities
Campus Life Services



“If expressing breast milk either by hand *expression or with a breast pump, the mother** should clean her hands, as instructed above, before touching any pump or bottle parts and wear a ***cloth face covering.***”

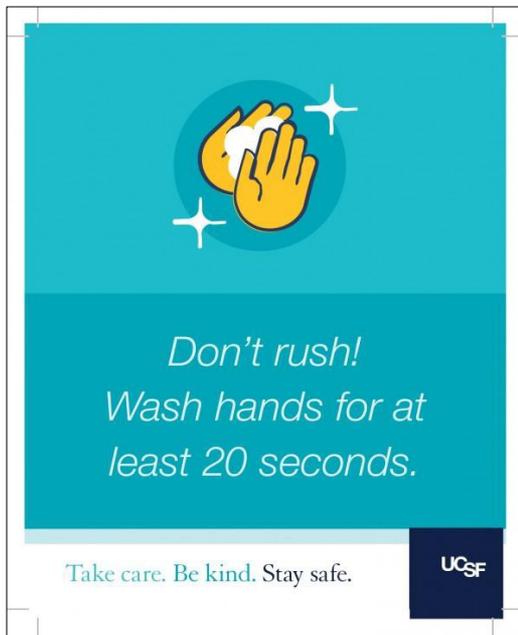
CDC Guidelines

Care for Breastfeeding Women

*Using inclusive and nongendered lactation terminology is preferred.

Lactation Room Signage

In the context of COVID-19



Take care. Be kind. Stay safe.

LACTATION ROOM STATION REMINDERS

1. Please disinfect table tops, chairs, and dials on hospital grade pump before and after each use.
2. Please wear your mask at all times.

Together, we can prevent the spread of COVID-19.
coronavirus.ucsf.edu/campus-protocols

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Take care. Be kind. Stay safe.

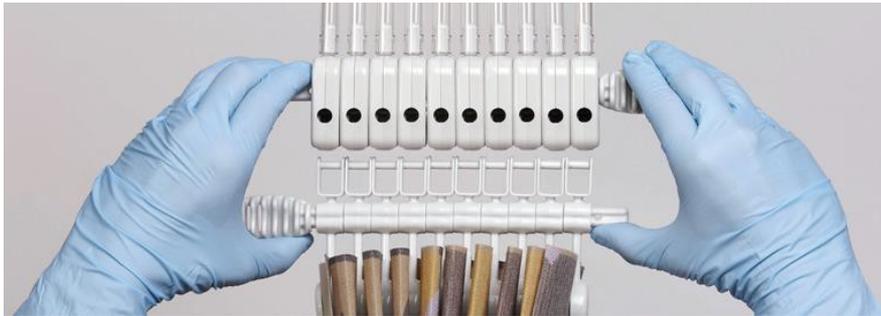
LACTATION ROOM REMINDERS!

1. Wear face masks at all times.
2. Use provided hand sanitizer or wash hands at sink after entering room.

Together, we can prevent the spread of COVID-19.
coronavirus.ucsf.edu/campus-protocols

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Lactation Room Curtain Upgrade



- Changed quickly, without ladder or special tools
- Patented technology minimizes risk and costs associated with cross contamination from pathogens
- Eliminates acquisition and replacement costs of standard curtains





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Resources & Citations

- Center for Disease Control and Prevention (CDC). (2020, June 9). *Care for Breastfeeding Women* Retrieved June 1, 2020,
<https://www.cdc.gov/coronavirus/2019-ncov/hcp/care-for-breastfeeding-women.html>.
- Center for Disease Control and Prevention (CDC). (2020, April 14). *Cleaning and Disinfecting Your Facility*. Retrieved June 2, 2020.
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<https://www.cdc.gov/healthywater/hygiene/healthychildcare/infantfeeding/breastpump.html>
- Department of Human Resource Management Policy 1.25 hours of work Retrieved July 17, 2020
<https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/policy-1-25-hours-of-work-5-1519889824C01024.pdf?sfvrsn=0>
- Office of Women’s Health (USDHHS). *Supporting Nursing Moms at Work* Retrieved July 21, 2020,
<https://www.womenshealth.gov/supporting-nursing-moms-work>.
- Virginia Department of Labor and Industry (DOLI). *Safety and Health Codes Board Emergency Temporary Standard* Retrieved July 21, 2020,
<https://www.doli.virginia.gov/wp-content/uploads/2020/07/COVID-19-Emergency-Temporary-Standard-FOR-PUBLIC-DISTRIBUTION-FINAL-7.17.2020.pdf>

VA Breastfeeding Friendly Workplace Recognition Program

Goal: recognizes workplaces for going above federal and state requirements for breastfeeding support for employees and families



Award Levels: Gold, Silver, Bronze

Application: <https://vabreastfeedingcoalition.org/>

Your company will benefit!



Media Outreach



Social Media



Workplace Display Certificate



Recognition by the Virginia Department of Health

Become a Breastfeeding Friendly Workplace

Workplace lactation programs have proven bottom-line results for business*:

* These benefits apply regardless of sector!

- Retain employees
- Reduce costs
- Improve productivity
- Enhance employee satisfaction



Learn more and apply to Virginia's Breastfeeding Friendly Workplace Award
www.vabreastfeedingcoalition.org/workplace
Applications accepted from June 1st through July 15th

Your company will benefit!



Media Outreach



Social Media



Workplace Display Certificate



Recognition by the Virginia Department of Health

Need support to institute or enhance your employee lactation program?

It is easier than you think to provide a lactation program to your employees. The Virginia Breastfeeding Coalition can help! Contact us today at vabreastfeedingcoalition@gmail.com.

VDH VIRGINIA DEPARTMENT OF HEALTH

Virginia Breastfeeding Coalition 

Applications accepted until August 31, 2020!

Questions? Contact Virginia Breastfeeding Coalition

Hello@VABreastfeedingCoalition.org

Questions & Discussion:

Your Right to Breastfeed is Protected by Virginia Law.



Best for Baby. Best for You.



Breastfeed

Anytime | Anywhere

Questions or concerns? Email: vabreastfeeds@vdh.virginia.gov

VDH VIRGINIA
DEPARTMENT
OF HEALTH

VDHLiveWell.com/breastfeeding

This institution is an equal opportunity provider.

VDH VIRGINIA
DEPARTMENT
OF HEALTH
Protecting You and Your Environment