Lactation Support Policy Version 2

REPORT FOR THE UNIVERSITY SENATE

University Senate Committees: University Senate Executive Committee

**Brief History of Issue - why the issue is being considered:**
UW-Eau Claire consists of approximately 1,300 employees and 11,000 students (UW-Eau Claire spending results in nearly $210 million in income, profits for local businesses, 2013). Of this population, women outnumber men 10–7 (About UW-Eau Claire), meaning approximately 7,200 women are regularly on campus, not including the large number of campus visitors. This amounts to a significant number of women having the potential to require lactation support on campus. However, a very limited number of lactation spaces currently exist, as outlined below:

- Davies Student Center (Room 326B, inside the women's bathroom)
- Centennial Hall Education Building (entrance within the first floor women's restroom)
- Schofield (Rm 34 Garden Level)
- Children’s Center (1190 Priory Road, Eau Claire, not located on main campus; space available but not currently designated as lactation room)

While lactation space has been included in the new campus buildings (Davies Student Center and Centennial Hall), designated spaces have not been established in existing academic buildings where a large number of women work and study. Current conditions require that breastfeeding mothers visit one of the two lactation rooms found on the main lower campus assuming space is available when needed, or make other arrangements on a case-by-case basis.

**Points Discussed by Committee:**

- Federal law delineates certain necessary provisions for breastfeeding employees. Some of these are not currently being offered to breastfeeding employees on campus. This would bring us into compliance with federal law.
- Lack of scheduling flexibility to express milk, lack of accommodations to pump or store milk, and lack of support from employers and colleagues can all contribute to premature cessation of breastfeeding or can lead to employees leaving their employment. The proposed lactation support policy will eliminate or at least mitigate these barriers.
- Facilities advisory language would help Facilities Management staff convert space appropriately when needing to create lactation spaces on campus. The following advisory language will be proposed to Facilities Management:

**Facilities Advisory language**
Nursing and lactation space should be equipped with the following:

- Privacy in the form of a separate room when possible. If a large room is dedicated to lactation, partitions or curtains should be used to create separate, private spaces.
- If windows exist, drapes or curtains must be installed. When possible, the room will have a door that locks from the inside.
- Comfortable seating, a flat surface such as a table, and a trash can.
- An electrical outlet to support electric breast pumps.
- A light that is controllable from inside the room.
- A label or door sign that indicates the space is a lactation area.
- Sanitary wipes for clean-up.
- A bulletin board to post user schedules
- A small refrigerator if available.

Work required to convert these spaces could include paint, electrical updates, and furniture updates. The supervisor/chair should consult Facilities Management or the building coordinator to arrange for work to be completed.
• Supervisor advisory language would help supervisors understand the needs of employees. The following advisory language will be proposed to Human Resources:

Advisory language for supervisors to be integrated into training

Typically, a nursing mother needs to take a 25 to 40 minute break approximately every three hours, including time to get to and from the lactation area. Supervisors should keep in mind that the frequency and duration of breaks vary from mother to mother depending on their physical needs. There may be occasions when a nursing mother will need to handle nursing and lactation responsibilities at times that are not optimally convenient for the office. Supervisors are responsible for creating a supportive environment for nursing mothers so they can adequately manage their nursing and lactation responsibilities.

Pros of Recommendation:
• Reduction in sick time in breastfeeding employees
• Lower health care and insurance costs for breastfeeding employees and their families
• Improved retention and recruitment of breastfeeding employees
• Improved campus image

Cons of Recommendation:
• None that we can see.

Technology/Human Resource Impact:
• Changes to the Faculty and Academic Staff Rules and Procedures
• Updates to Human Resources website
• Policy training for supervisors/chairs
MOTION FOR THE UNIVERSITY SENATE

The University Senate Executive Committee by a vote of 8 for to 0 against on February 2, 2016

Recommends that the following changes be made to the Faculty and Academic Staff Rules and Procedures, Part III, Article V: Personnel Policies and Procedures, Section D – Joint Personnel Policies and Procedures (to be added on page 125); ….

8. Lactation support policy

Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

A place to express milk on campus:
UW-Eau Claire will provide employees and students with dedicated nursing and lactation space. If an appropriate personal office space is available, employees can use this space. The space does not need to be permanent or on the immediate premises, but it must be a private space and:
• not a bathroom
• not a locker room
• shielded from view
• free from intrusion by co-workers and/or the public
• within a 10-minute walk from the nursing mother’s assigned work area, preferably without having to go outdoors
• available in each of the main campus buildings on lower and upper campus
• available at approximately the times when the nursing mother is likely to need the space

Break Times:
Paid break times are allowed for nursing and lactation responsibilities needed by the mother. When possible, breaks should be scheduled during normal break and meal times and/or when workflow allows. Employees and supervisors shall coordinate lactation breaks to satisfy the needs of both the employee and the department/unit. If additional planning assistance is needed, employees may contact Human Resources.

This policy is in accordance with Section 4904 of the Affordable Care Act, codified at 29 U.S.C. § 207(r).

8. 9. Faculty and Academic Staff: Employment Interviews

Implementation Date: July 2016 publishing of the FASRP
Signed:

Send to: University Senate Office