TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER™
EL PASO

Ambulatory Clinic Policy and Procedure

Title: **LACTATION AT THE WORKPLACE**	Policy Number: **EP 9.4**
Reference: Bill of the Texas Legislature - HB359, enacted in 1995.	Effective Date: **9/2015**

Policy Statement:

It is the policy of Texas Tech Health Sciences Center at El Paso to encourage all of its pregnant and postpartum employees to consider breastfeeding their children as a means of promoting the health of both child and mother. To this end, Texas Tech will support employees in their efforts to combine breastfeeding and work by providing a pumping station for those working at the Alberta St. location. Each Texas Tech location should establish a plan to provide a private area, storage facilities, a flexible schedule and clean safe water source, should an employee choose to pump her breast-milk.

Scope and Distribution:

All Texas Tech clinical and administrative areas, including Alberta St., outlying clinics and lease space, are to encourage and support employees in their efforts to combine working and breastfeeding. Personnel responsible are:

- Clinic Medical Directors
- Head Nurses
- Department Administrators
- Lactation Station Coordinator

Procedure:

There is a "Lactation Station" located in Room D25B in the basement of the Clinic Building, 4801 Alberta Ave. It meets the minimum standards of House Bill 359, "Danburg - Breast-feeding in public places" (attached as an appendix to this policy). The room is available during working hours, with a hospital grade double electric pump, a comfortable chair, reading materials on lactation, a refrigerator for milk storage, disposable towels and disinfectant solution, a wall clock and a door that locks.

Where the Lactation Station is inconvenient for an employee, she may use her own office or a private room that she and her supervisor have identified. The room should have a door that locks, a refrigerator that is easily available to her, and close by sink or other facilities for washing up. The employee will also need to follow the responsibilities in the next section with specific reference to the space she has identified in her work area. In the event that an employee is not using the Lactation Station, she will need to bring her own breast pump.

RESPONSIBILITIES OF EMPLOYEES:
In order to use the "Lactation Station", the following procedure will be followed by the employee:

1. The person wishing to use the "Lactation Station" must contact the Lactation Station Coordinator as early as possible in her pregnancy in order to be placed on the users' schedule.

2. The employee is responsible for communicating with her supervisor and working out a flexible schedule that will work for both of them. The employee should try to discuss this with her supervisor as far in advance as possible.
3. The employee is responsible for communicating the agreed upon schedule to the Station Coordinator.
4. It will be necessary for the pregnant employee to purchase the attachments necessary for use with the pump in the Lactation Station. If she is going to purchase a pump for home use, the attachments may be compatible with both pumps.
5. The Station Coordinator and breastfeeding employee will work out a schedule that fits the others (if any) using the Lactation Station.
6. A refrigerator is available in the Lactation Station for storage of breast-milk. This refrigerator is only used for storage of breast milk, and complies with the "hygienic storage" requirements noted in House Bill 359.
7. The employee is responsible to clean her own breast-pumping equipment.
8. The employee will be responsible to utilize the closest employee restroom for washing hands and rinsing out her breast-pumping equipment.
9. The employee must make up any time that is used outside of breaks and lunch.
10. If employee is located in an area inaccessible to the Alberta St. building, she may contact Lizabeth J. Berkeley at 915-215-6455 for help with arrangements.

RESPONSIBILITIES OF SUPERVISORS:

In order to allow an employee to use the Lactation Station, the employee's supervisor will:

1. Ensure that department employees are aware that Texas Tech recommends breastfeeding as the ideal means of nourishing infants and small children.
2. Create an atmosphere that enables women to confidently approach their supervisors and co-workers in regard to plans to provide breast-milk for their children. In this vein, no supervisor will engage in any negative remarks about breastfeeding or about the benefits of bottle-feeding.
3. Be open to flexible break and lunch schedules.
4. Be willing to help the employee work out a schedule that is reasonable for her to pump milk and remain comfortable while working. This will likely be once in the morning, once in the afternoon and at lunch.
5. Make sure co-workers are aware of HB359 and this policy so no one feels that special privileges are being granted.
6. Help the employee find an appropriate location to pump and store milk, if the employee's worksite is not at the Alberta St. location.
7. Support the employee in her effort to provide her child with the best possible health benefits.

Policy Number: **EP 9.4**	Original Approval Date: **9/2000**
Version Number: **4**	Effective Date: **9/2015**
Signatory approval on file by: Michael J. Romano M.D. Clinic Operations Committee Chair Associate Dean of Clinical Affairs Paul L. Foster School of Medicine	

TEXAS LEGISLATIVE SERVICE ENGROSSED
5/11/35 HB 359

6-21-343*

RE: Danburg-Breast feeding in public places

A BILL TO BE ENTITLED
AND ACT

Relating to breast-feeding in public or private places, including worksites.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Subtitle H. Title 2, Health and Safety Code, is amended by adding Chapter 165 to read as follows:

CHAPTER 165. BREAST-FEEDING

SUBCHAPTER A. BREAST-FEEDING RIGHTS AND POLICIES

Sec. 165.001. LEGISLATIVE FINDING. The legislature finds that breast-feeding a baby is an important and basic act of nurture that must be encouraged in the interests of maternal and child health and family values. In compliance with the breast-feeding promotion program established under the federal Child Nutrition Act of 1966 (42 U.S.C. Section 1771 et seq.), the legislature recognizes breast-feeding as the best method of infant nutrition.

Sec. 165.002. RIGHT TO BREAST-FEED. A. Mother is entitled to breast-feeding her baby in any location in which the mother is authorized to be.

Sec. 165.003. BUSINESS DESIGNATION AS “MOTHER-FRIENDLY”.

(a) A business may use the designation “mother-friendly” in its promotional materials if the business develops a policy supporting the practice of worksite breast-feeding that addresses the following:
    (1) work schedule flexibility, including scheduling breaks and work patterns to provide time for expression of milk;
    (2) the provision of accessible locations allowing privacy;
    (3) access nearby to a clean, safe water source and a sink for washing hands and rinsing out any needed breast-pumping equipment; and
    (4) access to hygienic storage alternatives in the workplace for the mother’s breast milk.

(b) The business shall submit its breast-feeding policy to the department. The department shall maintain a list of “mother-friendly” businesses covered under this section and shall make the list available for public inspection.

Sec. 165.004. SERVICES PROVIDED BY STATE AGENCIES. Any state agency that administers a program providing maternal or child health services shall provide information that encourages breast-feeding to program participants who are pregnant women or mother with infants.