

BREASTFEEDING TIMES

RBL Corner



HEATHER HOWARD,
SUSANNA SIBILSKY, RBLs

Shasta County WIC is fortunate to have a robust Peer Counseling

program working directly with moms. Shasta also has a Regional Breastfeeding Liaison (RBL) project engaged in building community support for increasing breastfeeding duration. One objective of the RBL project is to work with local obstetric, pediatric and family practice provider offices and clinics. To introduce the RBL project to these community providers, RBLs use their "In Support of Breastfeeding Clinician Toolkit," developed with provider

input. In addition to providing clinician-focused breastfeeding reference material, the toolkit highlights WIC's role in supporting breastfeeding, both with participants, as well as, in the community.

Once the RBLs establish a connection with the provider office, their intent is to continue developing a relationship of support. One avenue is to offer lunchtime trainings on a variety of breastfeeding-related topics such as "Breastfeeding 101", "Common Problems, Simple Solutions" and "Understanding Baby Cues." One of their most active clinic partners is affiliated with the Family Practice Residency Program at Mercy Medical Center. The RBLs will be partnering with the students to provide breastfeeding

training prior to their pediatric rotations. One student stated he knows nothing about breastfeeding and wants the training to include a breastfeeding mom so he can see what breastfeeding is really like.

Another objective is to prepare the health care workforce of tomorrow to view breastfeeding as the norm for infant feeding. The RBLs offer quarterly trainings covering WIC and breastfeeding at several local colleges for their RN, LVN, medical assistant and pharmacy technician programs. The students show a great deal of interest in WIC and breastfeeding. The RBLs look forward to continuing to build relationships with the students as they begin working at local practices and clinics. ☞

Poster Now Available: Six Key Laws for Parents

The California Work & Family Coalition has a great new "Six Key Laws for Parents" poster. It gives information on the California laws that allow parents to take time to nurture their children. The free poster is available in English & Spanish for download from the Coalition's website : www.workfamilyca.org/resources. To order free printed copies, email workfamilyCA@gmail.com. ☞

Six Key Laws for Parents

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

 <p>Pregnancy Disability Leave</p> <p>Women who work for an employer with 5 or more employees are entitled to up to 4 months of Pregnancy Disability Leave.</p> <p>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.</p> <p>Women are entitled to continued employer health insurance coverage while on Pregnancy Disability Leave.</p>	 <p>Family & Medical Leave Act (FMLA) / California Family Rights Act (CFRA)</p> <p>You may be entitled to 12 weeks of job-protected leave to bond with your new baby.</p> <p>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.</p> <p>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.</p>	 <p>Paid Family Leave Act</p> <p>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.</p> <p>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.</p> <p>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.</p>	 <p>Sick Leave Use For Family Care</p> <p>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.</p> <p>Employees 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.</p> <p>To be eligible, an employee must be a full or part-time employee with accrued sick leave.</p>	 <p>Family-School Partnership Act</p> <p>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.</p> <p>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.</p>	 <p>Lactation Accommodation Laws</p> <p>Employed mothers have the right to break time and a private space to express breast milk for their babies.</p> <p>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.</p> <p>If an employed mother needs more time, employers must give them the additional break time, but it may be unpaid.</p>
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For more information, call:
 The Legal Aid Society - Employee Law Center: 1-800-985-0027 Blind and Family Helpline: 1-800-835-6227
 For information on the California Work & Family Coalition, contact the Coalition's office directly located at
 1510 17th St. or on the Internet at www.workfamilyca.org • This publication is intended to provide accurate information regarding the legal rights of California employees. However, it is not intended to constitute an offer of legal advice. ©2012 Labor Project for Working Families

Submit your Local Agency plans for World Breastfeeding Week (August 1—7, 2012) to be included in the next issue of the Breastfeeding Times. Send your submission by June 20th to Melissa.Davey@cdph.ca.gov.

Statewide Peer Counseling Training Recap

This year's statewide Peer Counseling Training was held in tandem with CWA's annual conference. A special preconference training was offered for all Peer Counseling agencies on Sunday, April 29, 2012. One hundred and fifty-three Peer Counselors (PCs), PC Supervisors and IBCLCs attended the preconference.

The highlight for the PCs was the opportunity to meet and network with PCs from other agencies and regions. The PC Supervisors enjoyed the opportunity to share their Continuous Quality Improvement (CQI) tools and hear the different implementation processes of CQI within the BPC Programs. On Monday,

April 30, 2012, PCs attended a number of breastfeeding workshop sessions and had the opportunity to listen and speak to a number of breastfeeding experts. This year's statewide training was a huge success because BPC programs were able to learn more about each other, their programs, and functions. ☞

BPC Q&A Board

Q: What are some ideas on how we can reward exemplary peer counselors?

A: Some ideas include a PC bulletin board, special name tags, recognition at staff meetings and certificates/awards.

Q: Do Local Agencies need to get State WIC approval for pamphlets that we develop?

A: The "Local Agency Education Material Approval Request" form (WPM Appendix 980-500 <http://www.cdph.ca.gov/programs/wicworks/Documents/WPM/WIC-APP-980-500.pdf>) is required for all education materials developed by your agency for use on an ongoing basis. Materials such as newsletters and materials developed for use in a specific class do not require approval. Complete the



STATE PC CONTACTS: (BACK ROW) SHARRON WATTS, DENISE CHAPEL, KARI MALONE (BPCS CHIEF), MARGARET MOORE, ASHA CAMACHO, (FRONT ROW) SERRA FOX, KRISHKA ABELLA, DAISY SILVERIO, TERESA GARCIA, GEANNE LYONS, KAREN ERICKSON, (MISSING) PAUL SMITH, THUY PHAM

form and attach a copy of the education material. Email these items to WICNEMO @cdph.ca.gov or mail them to the address on the form.

Q: Does the State have any quality, high resolution photos of babies and breastfeeding that Local Agencies may utilize for posters/materials?

A: The current process for using State photos requires Local Agencies to sign a user agreement for a specific photo for one time use. You may contact Maria Galvan at Maria.Galvan@cdph.ca.gov. The good news is State WIC is in the process of creating a photo library for Local Agencies to use and will make it available by August! ☞

REMINDER:
BPC RFF
DUE
JUNE 11TH

Surplus Breast Pumps Available

"IS YOUR AGENCY IN NEED OF BREAST PUMPS?"

All you pay is shipping!

Ameda Elite Double Pump Kits

Available: 50 boxes (20 per box)

Contact: Susan Martinelli
from Marin County

smartinelli@marincounty.org

Medela Harmony Manual Pumps

Available: 160 boxes (20 per box)

Contact: Raz from Contra Costa County
raz.moghbel@hsd.cccounty.us

Send your agency's surplus breastfeeding supplies announcement to:
Annmarie.Biedel@cdph.ca.gov

NOTE:

**We will not be publishing
an August 2012
Breastfeeding Times.**

