Employee’s Guide to Breastfeeding and Working
1. EARLY CUES: “I’m hungry”
- Stirring
- Mouth opening
- Turning head
- Seeking/rooting

2. MID CUES: “I’m really hungry”
- Stretching
- Increasing movement
- Hand to mouth

3. LATE CUES: “Calm me, then feed me”
- Crying
- Lots of movement
- Color turning red

CALM CRYING BABY BEFORE FEEDING
Cuddling, Skin-to-skin on chest
Talking, Stroking

LOOK FOR EARLY FEEDING CUES
Employee’s Guide to Breastfeeding and Working

Getting Started with Breastfeeding

During Pregnancy

- Pregnancy is the best time to prepare for breastfeeding and returning to work.
- Attend prenatal classes available at your hospital, workplace, WIC clinic, or private physician clinic.
- Attend La Leche League meetings to learn more about how to combine breastfeeding and employment.
- Talk with your supervisor to discuss your plans to breastfeed. Find out if your company provides a lactation support program for employees and, if not, ask about private areas where you can comfortably and safely express milk.
- Ask the lactation program director, your supervisor, wellness program director, employee human resources office, or other coworkers if they know of other women at your company who have breastfed after returning to work. Find out their tips for making it work including finding an affordable electric breast pump.

During the First Weeks of Your Baby’s Life

- Get a good start in the hospital by putting your baby to the breast within the first hour after birth, and at least 8-12 times every 24 hours. This will help you establish a good milk supply for when you return to work. Your first milk (colostrum) is packed with antibodies that help protect your baby from illness.
- Your milk is perfect for your baby’s needs, even though it may seem you are not making much the first few days. Your baby’s stomach is very small at first (only the size of a large marble!) and only holds 1-2 teaspoons, so the baby doesn’t need much! Between days 2-5 your body will begin making larger volumes of milk.
- Ask the hospital for names of people you can call if you have questions about breastfeeding.
- The first few weeks after childbirth are a learning time for you and your baby. Use these important weeks to rest and take care of yourself and your baby.
- Watch for signs that your baby is getting plenty of milk. By day 5, baby should have around four to six wet diapers and three to four yellow, seedy stools every 24 hours.
- Avoid using bottles or pacifiers for the first 3-4 weeks as this may decrease milk supply. A lactation consultant can help you know you are making plenty of milk, and provide information on other ways to comfort your baby.
- If you and your baby need to be apart, you can express your milk manually or with a breast pump to keep up your milk supply, and refrigerate or freeze your milk to give to your baby later.

During Pregnancy Leave

- Take as many weeks off as you can. Ideally, at least 6 weeks helps you recover from childbirth and establish strong breastfeeding techniques. Twelve weeks is even better.
- Focus on your baby during this time and make time to rest 20-30 minutes every few hours. Housework can wait or be taken on by other family and friends.
- Practice expressing your milk by hand or with a quality breast pump, and freeze 1-2 ounces at a time to save for your baby after you return to work. This also helps you build a greater milk supply. Pick times of the day when you seem to have the most milk. For many women, this is early in the morning. Some women express milk during or after their baby nurses since the milk has already “let down” and flows easily.
- Be patient with yourself. It takes time for both you and your baby to adjust to your new lives together. Follow your baby’s cues for when and how long to breastfeed, and enjoy this special time together!
- Help your baby adjust to taking breast milk from a bottle (or cup for infants 3-4 months old) shortly before you return to work. Because babies are used to nursing with mom, they usually drink from a bottle or cup when offered by somebody else!
- Talk with your family and your childcare provider about your progress, questions, and intent to continue breastfeeding, and let them know you are counting on their support and help.
Back at Work

Return to Work Gradually
This gives you more time to adjust and helps your body make a good supply of milk. Talk with your supervisor about options that have worked for different women:

- Start back to work part-time for a brief period before working full-time.
- Work from home or combine working at home and at work.
- Go back to work on a Thursday or Friday or just before 1-2 days off, depending on your work week. This gives you and your baby a shorter period to adjust to being away from each other before you go back full-time.
- Take Wednesdays off for a few weeks for a mid-week break, and breastfeed on your baby’s schedule to rebuild your milk supply.
- Work a split shift, with a long break in the middle of the day to go home and be with your baby. This can work well for restaurant workers.
- Consider using childcare close to work so you can visit and breastfeed your baby, if feasible, based on your work schedule.
- When you arrive to pick up your baby from childcare, take time to breastfeed first. This will give you both time to reconnect before traveling home and returning to other family responsibilities.

Get a Quality Breast Pump
A good quality electric breast pump may be your best strategy for efficiently removing milk during the workday. Contact your local hospital, WIC, or Public Health Department to find where to buy or rent a good pump. Electric pumps that allow you to express milk from both breasts at the same time reduce pumping time!

Identify a Private Place to Express Milk
Work with your supervisor to determine a private place to express your milk. Many companies provide a lactation program with a dedicated private lactation room for expressing milk.

- If, during pregnancy, you find out that your company does not provide a private lactation room, identify a temporary private area you can use. Ideas: an employee office with a door for privacy, conference room, or a little-used closet or storage area. The basic essentials are that the room is private and can be secure from intruders when in use, and an electrical outlet if you are using an electric breast pump.
- Explain to your supervisor that it is best not to express milk in a restroom. Restrooms are unsanitary and there are usually no electrical outlets. It can also be difficult to manage a pump in a toilet stall.

When to Express Milk
Express milk for 10-15 minutes approximately 2-3 times during a typical 8-hour work period. Remember that in the first months of life babies need to breastfeed 8-12 times in 24 hours. So you need to express and store milk during those usual feeding times when you are away from your baby. This will maintain a sufficient amount of milk for your childcare provider to feed your baby while you are at work. The number of times you need to express milk at work should be equal to the number of feedings your baby will need while you are away. As the baby gets older, the number of feeding times may decrease. When babies are around 6 months old and begin solid foods, they often need to feed less often. Many women take their regular breaks and lunch period to pump. Others talk with their supervisor about coming in early and/or staying late to make up the time needed to express milk. It usually takes 15 minutes to express milk, plus time to get to and from the lactation room.
Sample Pumping Schedule at Work

**Traditional 8-hour work period**

- 8:00 a.m. Begin work
- 9:45-10:00 Use break to express milk
- 12:00 noon Take allowed lunch period to express milk
- 2:30-2:45 Use break to express milk
- 5:00 p.m. Leave work

Secrets to Getting the Milk to Flow

Pumping is easiest when the milk “lets down” through the milk ducts. Massage your breasts, and gently rub your nipples. Relax! As you breathe out, visualize the milk flowing down. Think about your baby! Bring a photo of your baby, or a favorite blanket or article of clothing that smells like your baby. Some mothers bring a tape recording of their baby’s voice to help the milk start flowing.

Storing your Milk

Because your milk is full of antibodies that fight germs and bacteria, it can be safely stored and given to the baby later. Breast milk is food, so it is safe to keep in an employee refrigerator or a cooler with ice packs. Discuss with your supervisor the best place for you to store your milk. If you work in a medical department, do not store milk in the same refrigerators where medical specimens are kept. Be sure to label the milk container with your name and the date you expressed the milk.

<table>
<thead>
<tr>
<th>Refrigerated 32-39°F or below</th>
<th>Frozen (freezer with a door separate from the refrigerator) 0°F or below</th>
<th>Thawed (from frozen) and refrigerated 32-39°F or below</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use within 2 days</td>
<td>Use within 3 months</td>
<td>Use within 24 hours</td>
</tr>
</tbody>
</table>

*Figure 1 Opinions differ as to the amount of time breast milk can be safely stored. The storage times listed here are consistent with the recommendations of the American Academy of Pediatrics.*

Getting Support for Breastfeeding

"I am very grateful to my employer for caring enough for their associates to make continuing to breastfeed after I return to work much easier!"

Breastfeeding Employee
Home Depot, Atlanta, GA

Approaching your Supervisor

- Most employers are happy to provide the support you need, as long as they know what your needs are and how important it is for you to have their support. If your company does not have a breastfeeding support program, it could be that nobody has asked for one!
- Breastfeeding is the healthiest choice for your baby, resulting in fewer illnesses, infections, and certain types of skin irritations (dermatitis). It also helps you recover from pregnancy, and may reduce your risk of breast cancer. Be sure to discuss these important reasons to breastfeed with your supervisor.
- Your supervisor may not know what you need to continue breastfeeding. Simply explain your basic needs for privacy and flexible breaks to express milk. Use the sample letter on page 6 of this booklet.
- Show how meeting your breastfeeding needs will benefit the company.
- Employees are less likely to miss work to take care of a sick baby because the baby is healthier. (This is true for moms and dads.)
- Health care costs are lower since both baby and mother are healthier.
- Employees who receive support for breastfeeding are happier and more productive.
• Explain that you are committed to keeping the milk expression area clean when you are through, storing your milk properly, and not taking longer than necessary for milk expression breaks.
• Be prepared! Consider possible concerns your supervisor might have. (See Figure 2)
• Be a team member. Be sensitive to the issues that are important to your company, and show how supporting your efforts to breastfeed can help both of you accomplish your goals.
• Be sure to show your appreciation for efforts made by your supervisor to support your breastfeeding.

<table>
<thead>
<tr>
<th>What you may hear</th>
<th>What you can do</th>
</tr>
</thead>
</table>
| “We have no space for a pumping area.”                                           | • Look around and find a space that you are willing to use  
• Remind supervisor how small a space is needed (even a 4’x5’ space can work!) |
| “The other employees might complain if you take time to do this.”                | • Encourage coworkers to learn about the benefits of breastfeeding to your and your baby’s health  
• Remind them that this is a temporary need for you and your baby, and that you will use your approved breaks |
| “If we do this for one person, we might have to do this for others, too.”          | • Remind supervisors that supporting breastfeeding benefits the company  
• Remind supervisor of other company approved breaks, such as smoking or exercise, if offered |

Figure 2

Dealing with Coworkers
• Seek to understand coworker concerns and work together to find solutions.
• Let coworkers know that breastfeeding is not only the healthiest choice for you and your baby, it also helps lower the company’s health care costs.
• If other workers do not understand the breaks you are taking to express milk, remind them you are using allowed breaks and making up any additional time you miss.

Find Other Breastfeeding Mothers
• Seek out other breastfeeding mothers at work and share experiences and tips through e-mail or even a monthly lunchtime mothers’ support meeting. If there are no other breastfeeding women at work, ask your local hospital for information about local mothers’ groups.
Continuing to breastfeed when you return to work is a great decision. Your employer and your doctor support your choice, because breastfeeding is good for the health of both mothers and babies, and can save money for both families and employers.

Combining nursing and working, however, is still a new idea for many people. You may find that people at work and elsewhere ask questions about why and how you manage to nurse your baby while working outside your home. Here are a few ways in which you can help them understand and support your decision.

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Why is it so important that you feed your baby breast milk instead of formula?</td>
<td>By breastfeeding my baby, I am doing my best for my baby, myself, and my employer. Mothers of breastfed babies often miss less work, because their babies are sick less. Breastfeeding also helps keep mothers healthier. When employees and their families are healthy, employers have lower medical costs. Buying infant formula and other things I need for my baby is expensive. Breastfeeding helps save my family money.</td>
</tr>
<tr>
<td>How much time off do you need to pump?</td>
<td>I need the same amount of time every employee takes for breaks, about 20 minutes every 3 hours.</td>
</tr>
<tr>
<td>Why can’t you use the women’s restroom to pump?</td>
<td>Because I am preparing food for my baby, I require a sanitary place in which to pump.</td>
</tr>
<tr>
<td>For how long will you need to pump your milk three times a day?</td>
<td>I plan to pump until my baby is older. She is 3 months old now; so, in a few months when she starts eating other foods, I will probably pump less.</td>
</tr>
<tr>
<td>How can we set up a schedule for employees who pump without lowering productivity?</td>
<td>Those of us using the lactation space can set up a schedule that lets each person pump when she needs to pump. If we know when the space is free, we can focus on our work until it’s our turn to use the space. Also, pumping schedules will change as our babies grow. We can communicate with each other directly when we need to adjust our schedules. Perhaps if an employee was designated as a “floater,” responsible for stepping in for 15 to 20 minutes whenever another employee needs to pump, we can ensure that pumping breaks do not reduce productivity.</td>
</tr>
<tr>
<td>What does a lactation space need?</td>
<td>The lactation area needs a small table and a chair with a straight back. Privacy is necessary—either a small room with a door that locks or a section of a room with a high divider. It should have an electrical plug or an extension cord that can reach a plug somewhere else. It should have a sink with running water or have a sink nearby. It should have some way to keep the milk cold—a refrigerator or personal freezer bag. It also is helpful to have a clock to keep track of the time and a mirror to fix one’s clothes after pumping.</td>
</tr>
</tbody>
</table>

Remember: Confidence in your decision and knowledge about the benefits of breastfeeding will change minds!

Source: Adapted from the Corporate Voices for Working Families toolkit.
**When to Express Milk**

During a typical eight-hour work period, express milk for about 10-15 minutes two or three times. Remember that in the first months of life, babies need to breastfeed 8 to 12 times in 24 hours. So you need to express and store milk when you are away from your baby during usual feeding times. This will maintain a sufficient amount of milk for your childcare provider to feed your baby while you are at work. The number of times you need to express milk at work should be the same as the number of feedings your baby will need while you are away. As the baby gets older, the number of feeding times may decrease. When babies are around 6 months old and begin solid foods, they often need to feed less often. Many women use their regular breaks and lunch period to pump. Others talk with their supervisor about coming in early and/or staying late to make up the time needed to express milk. It usually takes 15 minutes to express milk, plus time to get to and from the lactation room.

**Sample Pumping Schedule at Work**

Traditional 8-hour work period:

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<th>2:30-2:45 p.m.</th>
<th>5:00 p.m.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Begin work</td>
<td>Use break to express milk</td>
<td>Take allowed lunch period to express milk</td>
<td>Use break to express milk</td>
<td>Leave work</td>
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</table>

**Storing Your Milk**

Because your milk is full of antibodies that fight germs and bacteria, it can be safely stored and given to the baby later. Breast milk is food, so it is safe to keep in an employee refrigerator or a cooler with ice packs. Discuss with your supervisor the best place for you to store your milk. If you work in a medical field, do not store milk in the same refrigerators as medical specimens. Be sure to label the milk container with your name and the date you expressed the milk.

**Storage Duration of Fresh Human Milk for Use with Healthy Full Term Infants**

<table>
<thead>
<tr>
<th>Location</th>
<th>Temperature</th>
<th>Duration</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Countertop, table</td>
<td>Room temperature (up to 77°F or 25°C)</td>
<td>6–8 hours</td>
<td>Containers should be covered and kept as cool as possible; covering the container with a cool towel may keep milk cooler.</td>
</tr>
<tr>
<td>Insulated cooler bag</td>
<td>5-39°F or -15-4°C</td>
<td>24 hours</td>
<td>Keep ice packs in contact with milk containers at all times, limit opening cooler bag.</td>
</tr>
<tr>
<td>Refrigerator</td>
<td>39°F or 4°C</td>
<td>5 days</td>
<td>Store milk in the back of the main body of the refrigerator.</td>
</tr>
<tr>
<td>Freezer compartment of a refrigerator</td>
<td>5°F or -15°C</td>
<td>2 weeks</td>
<td>Store milk toward the back of the freezer, where temperature is most constant. Milk stored for longer durations in the ranges listed is safe, but some of the lipids in the milk undergo degradation resulting in lower quality.</td>
</tr>
<tr>
<td>Freezer compartment of refrigerator with separate doors</td>
<td>0°F or -18°C</td>
<td>3–6 months</td>
<td></td>
</tr>
<tr>
<td>Chest or upright deep freezer</td>
<td>-4°F or -20°C</td>
<td>6–12 months</td>
<td></td>
</tr>
</tbody>
</table>

Resources
Local, National, and San Diego County Breastfeeding Coalition
### Local Resources

#### Community Resources
- San Diego County Breastfeeding Coalition  
  [www.breastfeeding.org](http://www.breastfeeding.org)
- La Leche League of San Diego County  
- WIC Program (USDA Special Supplemental Nutrition Program for Women, Infants, and Children)  
- International Lactation Consultant Association  
  [www.ilca.org](http://www.ilca.org)

#### Resources for Employers - Materials

**U.S. Government Agencies**
- U.S. Department of Health and Human Services  
  Health Resources and Services Administration (HRSA)  
  Maternal and Child Health Bureau (MCHB)
  U.S. Department of Health and Human Services/Office on Women’s Health  
- U.S. Centers for Disease Control and Prevention (CDC)  

**National and International Organizations**
- American Association of Health Plans  
- Healthy Mothers/Healthy Babies Coalition  
- National Business Group on Health  
  [http://www.businessgrouphealth.org/](http://www.businessgrouphealth.org/)
- United States Breastfeeding Committee  
  [www.usbreastfeeding.org](http://www.usbreastfeeding.org)

#### Resources for Mothers - Materials

**U.S. Department of Health and Human Services/Office on Women’s Health**  
[www.womenshealth.gov/breastfeeding/](http://www.womenshealth.gov/breastfeeding/)
- March of Dimes  

#### Resources for Mothers – Materials (Web Based)

- Breastfeeding Partners (California State WIC Program)  
  [www.cdph.ca.gov/programs/wicworks/Pages/WICBreastfeeding.aspx](http://www.cdph.ca.gov/programs/wicworks/Pages/WICBreastfeeding.aspx)
- KellyMom.com  
- La Leche League International  
  [www.lli.org/](http://www.lli.org/)
- Working and Pumping  
  [www.workandpump.com/](http://www.workandpump.com/)

#### Breast Pump Manufacturers
- Ameda  
  [www.amedacom](http://www.amedacom)
- Medela, Incorporated  
- Limerick (Pump Manufacturer and Workplace professional lactation support)  
  [www.limerickinc.com](http://www.limerickinc.com)
- Hygeia  

*These lists of organizations and manufacturers are provided as examples only. Mention of trade names, commercial practices, or organizations in this publication does not imply endorsement.*
Community Resources

- **Local Health care Professionals**
  Contact your local hospital or private clinic for names of practitioners who may be available to consult with you in establishing your program or providing direct services to employees. These can include childbirth instructors, lactation consultants, nurses, pediatricians, family physicians, obstetricians, family practitioners, nurse midwives, and others.

- **International Board Certified Lactation Consultants (IBCLCs)**
  The International Lactation Consultant Association’s “Find a Lactation Consultant Directory” at [www.ilca.org](http://www.ilca.org) provides an online directory of IBCLCs available to assist mothers with breastfeeding. Many of these may also be available to provide technical assistance to your company in setting up a lactation program. You can also check the U.S. registry of the International Board of Lactation Consultant Examiners, which credentials lactation consultants. [www.iblce.org/](http://www.iblce.org/)

- **International Lactation Consultant Association (ILCA)**
  The professional association for IBCLCs includes a national affiliate, the United States Lactation Consultant Association (USLCA), and numerous State and regional affiliates across the country that are highly active in community level breastfeeding promotion and support. Local affiliate groups may be available to assist worksites with establishing a lactation support program, and can help you identify qualified individuals who can provide direct assistance to breastfeeding employees. [www.ilca.org/](http://www.ilca.org/)

- **Breastfeeding Coalitions**
  Most states have a State and/or local breastfeeding task force or coalition comprised of health professionals and community leaders who promote and support breastfeeding. Assisting local worksites with lactation support for employees is within the mission of many of these groups. Contact your local hospital, WIC office, local lactation consultant, or La Leche League office to find out what groups are available in your area.

- **WIC Program**
  (USDA Special Supplemental Nutrition Program for Women, Infants, and Children)
  Your State’s WIC Breastfeeding Coordinator can provide valuable assistance in identifying community resources for your company, and in providing direct services to breastfeeding women. Visit the USDA Food and Nutrition Service directory of breastfeeding program staff at: [http://www.fns.usda.gov/wic/Contacts/cooralpha.htm](http://www.fns.usda.gov/wic/Contacts/cooralpha.htm)

- **La Leche League International**
  La Leche League mothers’ groups are located in many areas throughout the country. To identify state-by-state listings of La Leche League leaders and groups in your area, visit the Web site at: [www.lalecheleague.org/leaderinfo.html/](http://www.lalecheleague.org/leaderinfo.html/)

Resources for Employers - Materials

**U.S. Government Agencies**

- **U.S. Department of Health and Human Services Health Resources and Services Administration (HRSA)Maternal and Child Health Bureau (MCHB)**

- **U.S. Centers for Disease Control and Prevention (CDC)**
  Helpful links and resources related to working and breastfeeding. [www.cdc.gov/breastfeeding/index.htm/](http://www.cdc.gov/breastfeeding/index.htm/)

- **U.S. Department of Health and Human Services/Office on Women’s Health**
**National and International Organizations**

- **Healthy Mothers/Healthy Babies Coalition**
  
  “An interview about “Corporate Lactation Programs”

- **International Lactation Consultant Association**
  
  Distributes the World Health Organization’s “Maternity Protection at Work Kit” and provides a complete list of available resources to support working mothers with breastfeeding. [www.ilca.org/](http://www.ilca.org/)

- **La Leche League International**
  
  Complete state-by-state listing of legislation regarding breastfeeding, including laws supporting working women and helpful resources. [www.lalecheleague.org/Law/LawUS.html?m=0,1,0/](http://www.lalecheleague.org/Law/LawUS.html?m=0,1,0/)

- **National Business Group on Health**
  
  Advises large employers on healthcare including lactation support to employees. Downloadable resources include *Investing in Workplace Breastfeeding Programs and Policies: An Employer’s Toolkit.*
  [http://www.businessgrouphealth.org/toolkits/et_breastfeeding.cfm](http://www.businessgrouphealth.org/toolkits/et_breastfeeding.cfm)

- **United States Breastfeeding Committee**
  
  Provides downloadable “issue papers” on the cost benefits of breastfeeding, and the importance of worksite and childcare support programs. [www.usbreastfeeding.org/](http://www.usbreastfeeding.org/)

**State and Local Organizations**

- **California WIC Works**
  
  Resources for employers, and information regarding California’s working and breastfeeding legislation. [www.wicworks.ca.gov/breastfeeding/BFResources.html/](http://www.wicworks.ca.gov/breastfeeding/BFResources.html/)

- **Oregon Department of Human Services**
  
  Provides a packet of materials for employers, including Oregon’s DHS worksite policy and recognition program for breastfeeding-friendly worksites. [http://public.health.oregon.gov/HealthyPeopleFamilies/Babies/Breastfeeding/Pages/workplace.aspx](http://public.health.oregon.gov/HealthyPeopleFamilies/Babies/Breastfeeding/Pages/workplace.aspx)

- **Texas Mother-Friendly Worksite Program**
  
  Outlines steps to a mother-friendly business environment, and designates/recognizes Texas companies that meet the established criteria. [http://texasmotherfriendly.org/](http://texasmotherfriendly.org/)

- **The Breastfeeding Coalition of Washington**
  
  (a program of WithinReach, formerly Healthy Mothers, Healthy Babies Coalition of Washington State)
  

**Resources for Mothers - Materials**

- **U.S. Government Organizations**
  
  - **U.S. Department of Health and Human Services/Office on Women’s Health**
    
    Downloadable information sheets on breastfeeding. Toll-free telephone information line also available (800-994-9662), staffed by operators who are trained peer counselors. “Easy Guide to Breastfeeding” booklets are available for five different audience groups of women (Caucasian, African American, American Indian and Alaska Native, Chinese, and Latina) and are available as a free

  - **WIC (Special Supplemental Nutrition Program for Women, Infants and Children)**
    
    Check the USDA Food and Nutrition Service’s state-by-state listing of WIC breastfeeding coordinators to find out what resources for mothers are available in your state. [http://www.fns.usda.gov/wic/Contacts/cooralpha.htm](http://www.fns.usda.gov/wic/Contacts/cooralpha.htm)
National and International Organizations

- **La Leche League International**
  Numerous publications, including books and pamphlets on breastfeeding, parenting, and managing employment with breastfeeding, articles on working and breastfeeding, and a toll-free breastfeeding information line. [www.lalecheleague.org](http://www.lalecheleague.org) or 800-LALECHE

- **March of Dimes**
  Breastfeeding information and link to local March of Dimes chapters. [http://www.marchofdimes.com/index.aspx](http://www.marchofdimes.com/index.aspx)

State and Local Organizations

- **California WIC Works**
  Resources for employees on returning to work and breastfeeding. [www.wicworks.ca.gov/breastfeeding/BFRe sources.html](http://www.wicworks.ca.gov/breastfeeding/BFRe sources.html)

- **Texas Mother-Friendly Worksite Program**
  [http://texasmotherfriendly.org](http://texasmotherfriendly.org)

- **The Breastfeeding Coalition of Washington**
  (a program of With Reach, formerly Healthy Mothers, Healthy Babies Coalition of Washington State) Provides free materials for working mothers in English and Spanish. [http://www.withinreachwa.org/what-we-do/healthy-communities/breastfeeding](http://www.withinreachwa.org/what-we-do/healthy-communities/breastfeeding)

Resources for Mothers – Materials (Web Based)

The following Web sites provide online articles with general breastfeeding information, as well as information on combining breastfeeding with employment, selecting and using a breast pump, addressing common concerns, and links to resources.

- **Breastfeeding Partners**
  (New York State WIC Program) [www.breastfeedingpartners.net](http://www.breastfeedingpartners.net)

- **KellyMom.com**

- **Working and Pumping**
  [www.workandpump.com](http://www.workandpump.com)

- **Corporate Lactation Program Services**
  Companies can consider doing a Web search using key words such as “corporate lactation program” to identify one of several corporate programs that can assist a company with implementing a program.

Breast Pump Manufacturers

Examples of manufacturers that produce industrial-sized, hospital-grade electric pumps, portable electric breast pumps, and other breastfeeding equipment and supplies:

- **Ameda Breastfeeding Products**, Hollister Incorporated
  2000 Hollister Drive Libertyville, IL 60048-3781, 866-99-AMEDA 800-624-5369, [www.ameda.com](http://www.ameda.com)

- **Medela, Incorporated**
  1101 Corporate Dr. McHenry, IL 60050, 800-435-8316 [www.medela.com](http://www.medela.com)

Other Important Information

- **Academy of Breastfeeding Medicine**
  [www.bfmed.org](http://www.bfmed.org)

- **American Academy of Pediatrics**
  [www.aap.org](http://www.aap.org)

- **American Academy of Family Physicians**
  [www.aafp.org](http://www.aafp.org)

- **American College of Obstetrics and Gynecologists**
  [www.acog.org](http://www.acog.org)

- **Association of Women’s Health, Obstetric and Neonatal Nurses (AWHONN)**
  [www.awhonn.org](http://www.awhonn.org)

- **National Alliance of Breastfeeding Advocacy**
  [www.naba-breastfeeding.org](http://www.naba-breastfeeding.org)

- **National Association of Pediatric Nurse Practitioners**
  [www.napnap.org](http://www.napnap.org)

- **World Alliance for Breastfeeding Action**
  [www.waba.org.my](http://www.waba.org.my)

These lists of organizations and manufacturers are provided as examples only. Mention of trade names, commercial practices, or organizations in this publication does not imply endorsement.
BREASTFEEDING HELPLINES * Spanish Spoken

American Red Cross WIC (800) 500-6411
Grossmont Hospital Women’s Center (619) 740-4983
Kaiser Permanente Lactation Clinic (866) 940-2218
La Leche League of San Diego County(858) 846-6455
Naval Medical Center San Diego (619) 532-5281
North County Health Services WIC* (888) 477-6333
Palomar Health (760) 796-6802
Scirpps Memorial Hospital - Encinitas (760) 633-7850
Scirpps Memorial Hospital - La Jolla (858) 626-4538
Scirpps Mercy Hospital (619) 260-7098
Scirpps Mercy Hospital WIC* (619) 260-3400
SDSU Foundation WIC* (858) 939-4127
Sharp Mary Birch Hospital for Women (858) 539-4127
Tri-City Medical Center (760) 940-7745
UCSD Medical Center (619) 543-7149

WORKING AND BREASTFEEDING INFORMATION:
http://www.breastfeeding.org/wcreading/breastfeeding.php

NURSING IN PUBLIC RESOURCES:
www.breastfeeding.org AND http://www.bestforbabes.org

How to Tell if Your Baby is Getting Enough Milk:

Every mother-baby pair is different! That makes it hard to say exactly how your baby should be eating. In the first few days, your baby is getting rich, yellow colostrum (first milk). Signs that your baby is getting enough milk are:

- One or two wet diapers per day when your baby is alert, bright-eyed, and looking at your face
- A baby who wants to eat every 1-3 hours and is generally satisfied between feedings, however—it is common for newborns to “cluster feed” (need to be breastfed every 4-6 hours) very frequently for a daily 4-6 hour stretch, often followed by a long period of sleep. This is normal behavior and helps to maintain an ample milk supply as your baby becomes an expert at latching and removing milk.
- Nurse at least 12-18 times in 24 hours
- At least 3-4 wet diapers per day by day 3 of life
- The normal change in stools over the first 2-5 days of life: meconium (dark green, tarry) to transitional stools (lighter green or brown) to true breastfed stools (yellow, seedy, or loose). The number of stools will increase each day.

After the first week, your baby should:
- Nurse at least 8-12 times in 24 hours (every 2-3 hours, “cluster feed”)
- Nurse about 10-20 minutes at each feeding
- Be happy during and after a feeding
- Gain about 4-7 oz per week (after a small weight loss the first week)
- Return to birth weight by 2 weeks of age
- Have 6 or more pale colored, wet diapers in 24 hours
- Have 4-12 stools in 24 hours
- Be alert and bright-eyed for several periods each day

Call your baby’s doctor if:
- Your infant sucks only briefly, very softy or irregularly
- Your baby is very jaundiced (yellow) and getting more yellow
- Your baby is very constipated, pale colored
- Your baby fights the breast or cries after a minute or two
- Your baby has fewer than 6 wet diapers a day
- Your baby has little or no stool, or has dark green mucous stools
- Your baby seems weak, tired, or not interested in feeding

Sponsored by:
American Academy of Pediatrics

By: San Diego County Breastfeeding Coalition
Editor: Heidi Burney, IBCLC and Nancy E. Wight MD, IBCLC, FABM, FAAP; February 2015
common problems. If challenges do arise they can most
nurse (RN, LVN), nurse practitioner (NP, CPNP), certified
training, may have taken a university certification course,
they get their training? A practitioner may have no formal
education about breastfeeding do they have? Where did
more satisfying breastfeeding experience. The knowledge
common pitfalls before the baby is born will lead to a longer,

BREASTFEEDING (LACTATION) SPECIALISTS

Ameda - Ameda Breastfeeding offers the most safe and
effective breast pumps and accessories available to today's
modern hospitals, retailers and WIC agencies. To learn
more about Ameda products and breastfeeding programs,
contact Jean Shauger at (310) 697-6730 www.amedacom
Hygeia II Medical Group – San Diego based “green”
manufacturer of hospital & professional-grade breastpumps
and accessories. To locate your nearest retail location,
visit www.hygeiababy.com or call (760) 597-8811.
Limerick – Offers the leading national and international
nursing job opportunities and services. Contact
Comfort® Hospital Grade (multi-user) breast pump, a lightweight 1-1/2 lb unit that goes from hospital to home to work.
Medela – Medela, Inc. (800) 435-8161. A long-time
champion of breastfeeding, Medela is the only company to
develop products based on research by the world’s leading

OTHER RESOURCES:
La Leche League of San Diego County (858) 848-6455 (Milk)
www.llsocal.org
La Leche League: 877-4-LALECHE
WIC (Women, Infants, & Children) PROGRAMS
WIC offices offer classes, support groups, counseling and other services.
American Red Cross WIC Program* (800) 500-6411
WIC programs for children, women and families:
American Red Cross WIC Program (www.orwic.org)
Limerick – Offers the leading national and international
nursing job opportunities and services. Contact
Comfort® Hospital Grade (multi-user) breast pump, a lightweight 1-1/2 lb unit that goes from hospital to home to work.
Medela – Medela, Inc. (800) 435-8161. A long-time
champion of breastfeeding, Medela is the only company to
develop products based on research by the world’s leading

PROVIDERS OF BREASTFEEDING (LACTATION) SERVICES

Although listed by address, the sources listed below provide services throughout San Diego County. The credentials listed after their names are listed as the individual requested and have not been verified by the San Diego County Breastfeeding Coalition. The San Diego County Breastfeeding Coalition does not certify or guarantee any services provided. Some breastfeeding services accept insurance and/or Medi-Cal. Ask your nearest provider for details.

NORTH COASTAL

 Babies in Bloom (760) 940-BABY (2229)
 Rochelle McLean IBCLC, CCE, CCE (91) 684-1914, Vista, CA
 Babies in Bloom is devoted to supporting breastfeeding families since 1998. Babes in Bloom Birth Center & Boutique offers classes, support and natural products for your baby & family: breastfeeding support and access to a doctor (there is no discount), breastfeeding and other rentals for child care (there is no discount).

SOUTHERN SAN DIEGO

San Diego County Midwives
Geri Ryan LM, CPM; 858-434-3848
3802 Alameda Way, Bonita, CA 91902
Heather LeMaster LM, CPM; 619-565-8831
4153 54th St, San Diego, CA 92105
www.sandiego-county-midwives.com

Beautiful Beginnings (619) 583-1128
www.beautifubginnings.org
Education, Support and Funding for Childbirth Education Classes, Fitness Classes, Labor Support Doulas, Postpartum Doulas, Breastfeeding Support, Massage Therapists, Trainings.
Healing Connections (619) 794-6771
Teresa Rzesziewicz, RN, BSN, PHN, IBCLC, CMM
rzesziewicz@aol.com Lactation visits and infant massage in your home.
San Diego Breastfeeding Center - (619) 606-2211
Robin Kaplan, Med, IBCLC - robinkaplan@cdtb.com
In-home and in-office private lactation consults; reduced fee breastfeeding clinics; free weekly support groups; prenatal breastfeeding classes; Breastfeeding and Parenting blog (www.sdbfc.com/blog) and host of The Boob Group podcast (www.neamommymama.com). Accepts most insurances.
Serenity Breastfeeding 619-490-6479
Christine Hennes, IBCLC, CCE, CCE
christine@serenitybreastfeeding.com Nurture-Empower-Teach
Private lactation visits in the comfort of your home.
Experience working with over 15,000 moms & babies
Visit my website at: www.serenitybreastfeeding.com
The Sweetest Milk (619) 222-1043
Mamas & Milk (858) 218-MILK (6455)
Dawn Dickerson, Med, E.Ed, IBCLC, RLC CDO(DONA), RYT
dawn@dawndickersonbreastfeeding.com
Private lactation consults in your home or at our office; prenatal breastfeeding classes; Breastfeeding support groups; prenatal and yoga www.mamasandmilkmilk.com
Sweet Life Lactation (858) 869-7001
Sarah L. Pin, IBCLC sarah@sweetlifelactation.com
In home lactation consults and private prenatal and back to work classes; free drop in support group.
www.sweetlifelactation.com
North County Health Services WIC Program: (888) 477-6337
Warm line in Eng & Spar, Mon-F, 7:30am-3:30pm
150 Valpella Rd, San Marcos, CA 92069
www.inchc.org/for-WIC info and clinic locations
San Diego Breastfeeding Center (Dr. Capetanakis) in Encinitas every Thursday. ACCEPTS

EAST COUNTY

Healthy Happy Moms and Babies (818) 992-1933
Debra Dossey RN, IBCLC, CCE
dannem@northcountybirthandbeyond.com

Supporting San Diego breastfeeding families with in-home consultations and private breastfeeding classes. Astra In-Network Partnership

NORTH COUNTY INLAND

Breastfeeding with Grace (858) 271-0913
Grace Magill, IBCLC, RLC, LLL gracegilab@gmail.com

Cindy Harshorn, CLEC, IBCLC (760) 214-2983
cindyharshornbreastfeeding@gmail.com
Available for one-on-one education prior to the birth of your baby and can assist with pumping and back-to-work issues.

Breastfeeding services accept insurance and/or Medi-Cal. Ask your nearest provider for details.

Leilani Wilde IBCLC; DONA Trained Labor & Postpartum Doula, BSN, RNC, IBCLC, CCE, CCE
lwilde@northcountybirthandbeyond.com

Tongue Ties, Preemies, Suck and Milk Supply Problems.
EAST COUNTY

Best Baby Ever
Vicki Wolfsom CNM, IBCLC (619) 507-6108 (cell) vickiwolfsom@comcast.net
Best Baby Ever
San Diego Breastfeeding Center - (619) 606-2211
Robin Kaplan, Med, IBCLC - robinkaplan@cdtb.com
In-home and in-office private lactation consults; reduced fee breastfeeding clinics; free weekly support groups; prenatal breastfeeding classes; Breastfeeding and Parenting blog (www.sdbfc.com/blog) and host of The Boob Group podcast (www.neamommymama.com). Accepts most insurances.

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Visit my website at: www.serenitybreastfeeding.com
The Sweetest Milk (619) 222-1043
Mamas & Milk (858) 218-MILK (6455)
Dawn Dickerson, Med, E.Ed, IBCLC, RLC CDO(DONA), RYT
dawn@dawndickersonbreastfeeding.com
Private lactation consults in your home or at our office; prenatal breastfeeding classes; Breastfeeding support groups; prenatal and yoga www.mamasandmilkmilk.com
Sweet Life Lactation (858) 869-7001
Sarah L. Pin, IBCLC sarah@sweetlifelactation.com
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cindyharshornbreastfeeding@gmail.com
Available for one-on-one education prior to the birth of your baby and can assist with pumping and back-to-work issues.
Laws in Support of Breastfeeding
California Breastfeeding Laws

Breastfeeding Mothers Are Protected by Law

1997: Personal Rights: Breastfeeding
Section 43.3 of the Civil Code
This law provides that a mother may breastfeed her child in any location, public or private, where the mother and child are authorized to be present, except the home or residence of another.

2000: Jury Service: Breastfeeding
Section 210.5 of the Code of Civil Procedure
This law exempts breastfeeding mothers from jury duty, and requires the State to take steps to eliminate the need for the mother to appear in court to make this request.

2002: Lactation Accommodation
Chapter 3.8, Section 1030, Part 3 of Division 2 of the Labor Code.
This law requires all California employers to provide a reasonable amount of break time and make a reasonable effort to provide space other than a toilet stall, close to the employee’s work area, to accommodate an employee desiring to express breast milk for her baby. The break time shall be unpaid if the break time does not run concurrently with the rest time authorized for the employee. An employer is not required to provide break for pumping if taking break time beyond the usual time allotted for breaks would seriously disrupt the operations of the employers. Violation of this chapter is subject to a civil penalty of $100.

For the full text of the law or resolution, go to: www.leginfo.ca.gov

“This institution is an equal opportunity provider” “Courtesy of Northeast Valley Health Corporation-WIC Program.”

BF-003
Fact Sheet #73: Break Time for Nursing Mothers under the FLSA

This fact sheet provides general information on the break time requirement for nursing mothers in the Patient Protection and Affordable Care Act (“PPACA”), which took effect when the PPACA was signed into law on March 23, 2010 (P.L. 111-148). This law amended Section 7 of the Fair Labor Standards Act (FLSA).

General Requirements

Employers are required to provide “reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child’s birth each time such employee has need to express the milk.” Employers are also required to provide “a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.”

The FLSA requirement of break time for nursing mothers to express breast milk does not preempt State laws that provide greater protections to employees (for example, providing compensated break time, providing break time for exempt employees, or providing break time beyond 1 year after the child’s birth).

Time and Location of Breaks

Employers are required to provide a reasonable amount of break time to express milk as frequently as needed by the nursing mother. The frequency of breaks needed to express milk as well as the duration of each break will likely vary.

A bathroom, even if private, is not a permissible location under the Act. The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing mother’s use, it must be available when needed in order to meet the statutory requirement. A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient provided that the space is shielded from view, and free from any intrusion from co-workers and the public.

Coverage and Compensation

Only employees who are not exempt from section 7, which includes the FLSA’s overtime pay requirements, are entitled to breaks to express milk. While employers are not required under the FLSA to provide breaks to nursing mothers who are exempt from the requirements of Section 7, they may be obligated to provide such breaks under State laws.
Employers with fewer than 50 employees are not subject to the FLSA break time requirement if compliance with the provision would impose an undue hardship. Whether compliance would be an undue hardship is determined by looking at the difficulty or expense of compliance for a specific employer in comparison to the size, financial resources, nature, and structure of the employer’s business. All employees who work for the covered employer, regardless of work site, are counted when determining whether this exemption may apply.

Employers are not required under the FLSA to compensate nursing mothers for breaks taken for the purpose of expressing milk. However, where employers already provide compensated breaks, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for break time. In addition, the FLSA’s general requirement that the employee must be completely relieved from duty or else the time must be compensated as work time applies. See WHD Fact Sheet #22, Hours Worked under the FLSA.

**FLSA Prohibitions on Retaliation**

Section 15(a)(3) of the FLSA states that it is a violation for any person to “discharge or in any other manner discriminate against any employee because such employee has filed any complaint or instituted or caused to be instituted any proceeding under or related to this Act, or has testified or is about to testify in any such proceeding, or has served or is about to serve on an industry committee.”

Employees are protected regardless of whether the complaint is made orally or in writing. Complaints made to the Wage and Hour Division are protected, and most courts have ruled that internal complaints to an employer are also protected.

Any employee who is “discharged or in any other manner discriminated against” because, for instance, he or she has filed a complaint or cooperated in an investigation, may file a retaliation complaint with the Wage and Hour Division or may file a private cause of action seeking appropriate remedies including, but not limited to, employment, reinstatement, lost wages and an additional equal amount as liquidated damages.

For additional information, visit our Wage and Hour Division Website: http://www.wagehour.dol.gov and/or call our toll-free information and helpline, available 8 a.m. to 5 p.m. in your time zone, 1-866-4USWAGE (1-866-487-9243).

This publication is for general information and is not to be considered in the same light as official statements of position contained in the regulations.

**U.S. Department of Labor**  
Frances Perkins Building  
200 Constitution Avenue, NW  
Washington, DC 20210

1-866-4-USWAGE  
TTY: 1-866-487-9243  
Contact Us
These California Laws Allow You to Take Time to Nurture your Child

**Pregnancy Disability Leave**

Women who work for an employer with 5 or more employees are entitled to up to 4 months of Pregnancy Disability Leave.

Pregnant employees have the right to take up to 12 weeks of job-protected leave to bond with your new baby.

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.

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.

**Paid Family Leave Act**

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.

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.

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.

**Sick Leave Use for Family Care**

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.

Employers who provide paid sick leave are required to allow employees to use up to ½ of the sick leave accrued during a 12-month period to care for a sick child, parent, spouse or domestic partner.

To be eligible, an employee must be a full or part-time employee with accrued sick leave.

**Family-School Partnership Act**

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.

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.

**Lactation Accommodation Laws**

Employed mothers have the right to break time and a private space to express breast milk for their babies.

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.

If an employed mother needs more time, employers must give them the additional break time, but it may be unpaid.

For more information call:
The Legal Aid Society – Employment Law Center: 1-800-880-8047 Work and Family Helpline • Equal Rights Advocates 1-800-839-4372

For information on how to get involved in expanding family leave rights in California, contact the California Work and Family Coalition at 510-643-7088 or on line at www.workfamilyca.org • This publication is intended to provide accurate information regarding the legal rights of California employees. However, do not rely on this information without consulting an attorney or the appropriate government agency.

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Insurance/ Benefits

Insert your own insurance benefits here
Women's Health and OB Preventive Services Covered by the Affordable Care Act

Any services below marked with an asterisk (*) may be covered at no cost to you by the Affordable Care Act for health insurance plans starting on or after August 1, 2012.

Covered Preventive Women's Health Services

- Well-woman visits to obtain recommended preventive services*
- Domestic and interpersonal violence screening and counseling for all women*
- BRCA counseling about genetic testing for women at higher risk
- Breast Cancer Mammography screenings every 1 to 2 years for women over 40
- Breast Cancer Chemoprevention counseling for women at higher risk
- Cervical Cancer screening for sexually active women
- Contraception: Food and Drug Administration-approved contraceptive methods, sterilization procedures, and patient education and counseling, not including abortifacient drugs*
- Human Papillomavirus (HPV) DNA Test: high risk HPV DNA testing every three years for women with normal cytology results who are 30 or older*
- Osteoporosis screening for women over age 60 depending on risk factors
- Chlamydia Infection screening for younger women and other women at higher risk
- Sexually Transmitted Infections (STI) counseling for sexually active women*
- Gonorrhea screening for all women at higher risk
- Human Immunodeficiency Virus (HIV) screening and counseling for sexually active women*
- Tobacco Use screening and interventions for all women

Covered Pregnancy Services

- Anemia screening on a routine basis for pregnant women
- Bacteriuria urinary tract or other infection screening for pregnant women
- **Breastfeeding comprehensive support and counseling from trained providers, as well as access to breastfeeding supplies, for pregnant and nursing women***
- Folic Acid supplements for women who may become pregnant
- Gestational diabetes screening for women 24 to 28 weeks pregnant and those at high risk of developing gestational diabetes*
- Hepatitis B screening for pregnant women at their first prenatal visit
- Rh Incompatibility screening for all pregnant women and follow-up testing for women at higher risk
- Syphilis screening for all pregnant women or other women at increased risk
- Tobacco Use screening and interventions for all women, and expanded counseling for pregnant tobacco users
Breastfeeding Basics

The Benefits of Breast Milk...
For Babies, Moms & Our World

Breastfed infants are healthier!
- Breast milk is filled with the antibodies, immune factors, enzymes and white blood cells that babies need early in life
- Breastfed infants have:
  - Increased resistant to disease and infection
  - Fewer ear infections
  - Breastfeeding decreases the risk of SIDS
  - Fewer allergies later in life
  - Decreased risk of obesity
  - Fewer cavities

Breastfeeding benefits moms!
- Convenience - no formula to mix, bottles to heat, items to wash
- Breastfeeding helps moms lose weight after childbirth
- Breastfeeding reduced the risk of osteoporosis
- Breastfeeding lowers the risk of breast, endometrial, ovarian, and uterine cancers
- Breastfeeding is cheaper than formula, saving families an average of $8000/year
- Breastfeeding also saves money by reducing health care costs throughout a child’s life

Breastfeeding is good for the earth!
- Breastfeeding produces no waste and is a free, renewable resource!
- Breast milk creates fewer pollutants
- Breast milk requires no packaging
- Breast milk costs nothing to produce!
Many mothers have to be away from their babies because of work or school. This can make it harder to continue breastfeeding. Choosing a child care provider who is supportive of breastfeeding is an important part of making it easier to be away from your baby.

**Take this checklist with you, and ask the child care center:**

- Do they support your desire to continue feeding your baby your milk?
- Is there a place where you can comfortably sit and nurse your baby?
- Does the staff feed babies when they are hungry, rather than on a strict schedule?
- Are they willing to hold off feeding right before you pick up your baby?
- Does the center have a refrigerator for storing milk?
- Are you welcome to visit and breastfeed your baby at any time?

There are so many good reasons to continue to breastfeed your baby.

Take the time to find a child care provider who will help and support you.

You will be glad you did!
San Diego County WIC programs

WIC saves you money! Checks are worth $50-$150 per month, per person.

The Women, Infants, & Children (WIC) program is a supplemental nutrition program to help pregnant women, infants, and children (up to age five) eat well, stay healthy, and be active.

At no cost, WIC provides you and your family with food, education, and resources, including:

**Nutrition Education**
Nutrition tips and healthy recipes, cooking classes and demonstrations, and a weight loss program.* Online education available.

**Breastfeeding Support**
Individual support, group discussions, breast pumps, Help Line, and online help. Peer counseling* available at some WIC offices.

**Groceries**
Checks for nutritious foods—fresh fruits & vegetables, whole grains, cereal, baby food, milk, peanut butter, beans, juice, tofu, and soy milk.

**Community Resources**
Referrals to other resources in the community for things like childcare, medical and dental care, parenting, and more.

*Class offerings and breastfeeding services may vary between WIC agencies.

You could be eligible!
WIC is for all kinds of families: married and single parents, working or not working. If you are a father, mother, grandparent, foster parent or other legal guardian of a child under five, you can apply for WIC.

For more details about the California WIC Program, log on to: [www.wicworks.ca.gov](http://www.wicworks.ca.gov)

In San Diego County, there are five agencies that offer WIC services — serving nearly 100,000 people per month. To qualify for WIC, families must meet income guidelines and live in California.

**WIC Income Guidelines**
WIC does not include BAH for military families. Pregnant women count as 2 people.

<table>
<thead>
<tr>
<th>Number of people in family</th>
<th>Gross monthly income</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>$2,392</td>
</tr>
<tr>
<td>3</td>
<td>$3,011</td>
</tr>
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<td>5</td>
<td>$4,251</td>
</tr>
<tr>
<td>6</td>
<td>$4,871</td>
</tr>
</tbody>
</table>

Income guidelines subject to change. Please check [www.wicworks.ca.gov](http://www.wicworks.ca.gov) for up-to-date information.

Call us to make an appointment today!
See reverse for agency locations and phone numbers.

You can also locate a San Diego WIC office near you with our locator tool: [http://sdwic.com](http://sdwic.com)
North County
Oceanside Office
1906 Oceanside Blvd.
Oceanside, CA 92054
Poway Community Center
13094 Civic Center Dr.
Poway, CA 92064
St. Patrick’s Church
3256 Madison St.
Carlsbad, CA 92008
Mesa Margarita Comm. Ctr.
5306 N. River Rd.
Oceanside, CA 92057

East County
El Cajon Office
564 North 2nd St.
El Cajon, CA 92021
Spring Valley Office
8810 Jamacha Blvd.
Spring Valley, CA 91977
Lakeside Community Ctr.
9841 Vine St.
Lakeside, CA 92040

Central San Diego
College Area Office
5821 University Ave.
San Diego, CA 92115
Linda Vista Office
7612 Linda Vista Rd.
San Diego, CA 92111
Point Loma United Methodist Church
1984 Sunset Cliffs Blvd.
San Diego, CA 92107

Southeast San Diego
Euclid Health Ctr.
292 Euclid Ave., Ste. 225
San Diego, CA 92114
Lemon Grove Office
7034 Broadway Ave.
Lemon Grove, CA 91945

Military Locations
Naval Base San Diego (32nd St.)
Fleet & Family Support Ctr.
Bldg. 265
3005 Corbina Alley
San Diego, CA 92136
Camp Pendleton
Abby Reinke Wire Mtn.
Comm. Ctr., Bldg. 201019
Camp Pendleton, CA 92055
Camp Pendleton
Pass & ID Card Bldg., #130132
(Vandegrift & 14th St.)
Camp Pendleton, CA 92055
Camp Pendleton
San Onofre Comm. Ctr.
Bldg. 51919
Camp Pendleton, CA 92055
Marine Corps Air Station Miramar
Chapel - Bldg. 5632
45549 Bauer St.
Miramar, CA 92145
Marine Corps Recruit Depot
Library, Bldg. 7 West
3800 Chosin Ave.
San Diego, CA 92140
Murphy Canyon Youth Center
4867 Santo Rd.
San Diego, CA 92123

East County
El Cajon Office
321 Van Houten Ave., El Cajon, CA 92020
Spring Valley
9621 Campo Road, Ste. G, Spring Valley, CA 91977

Central San Diego
Clairemont WIC Office
4340 Genesee Ave., Ste. 105, San Diego, CA 92117
Mira Mesa
10737 Camino Ruiz, Ste. 135, San Diego, CA 92126

San Marcos
150 Valpreda Road, Suite 102, San Marcos, CA 92069
Encinitas
285 N. El Camino Real, Suite 111, Encinitas, CA 92024
Oceanside/Mission Mesa
2210 Mesa Drive, Oceanside, CA 92054
Escondido
649 W. Mission Avenue, Suite 7, Escondido, CA 92025
Ramona
1721 Main Street, Suite 110, Ramona, CA 92065
Valley Center
28246 Lilac Road, Valley Center, CA 92082
Indian Health Council — Rincon Reservation
Hwy S6 Golsh Road, Valley Center, CA 92082
Borrego Springs Elementary School
1315 Palm Canyon Road, Borrego Springs, CA 92004

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1-888-477-6333
www.nchs-health.org

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San Diego, CA 92105
Linda Vista Health Care Center
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San Diego, CA 92111
National City
Paradise Valley Wellness Center
2345 East 8th St, Ste. 100
National City, CA 91950
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Chula Vista, CA 91911

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Chula Vista, CA 91911
National City
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National City, CA 91950
Imperial Beach
886 Palm Ave. (at 9th St.)
Imperial Beach, CA 91932
San Ysidro Village
4494 Camino de la Plaza
San Ysidro, CA 92173
Maternal & Child Health Center
4050 Beyer Blvd., 3rd Floor
San Ysidro, CA 92173

1-888-942-7942
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Please call before visiting our offices. Hours may vary and addresses are subject to change.