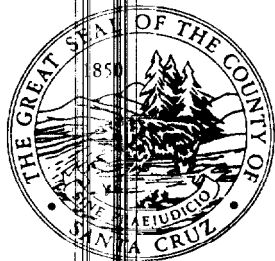


# COUNTY OF SANTA CRUZ



HEALTH SERVICES AGENCY  
ADMINISTRATION

## HEALTH SERVICES AGENCY

POST OFFICE BOX 962, 1080 EMELINE AVENUE  
SANTA CRUZ, CA 95061-0962  
(408) 454-4066 FAX: (408) 454-4488  
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July 14, 1999

AGENDA: August 3, 1999

BOARD OF SUPERVISORS  
County of Santa Cruz  
701 Ocean Street  
Santa Cruz, CA 95060

**SUBJECT:** World Breastfeeding Promotion Week

Dear Board Members:

The first week in August has been designated as World Breastfeeding Promotion week. Promotion of breastfeeding is an important public health goal for the County Health Services Agency. We join with health officials throughout the nation in supporting activities which help meet the national Healthy People 2000 goals relative to increasing the number of women who breast feed their babies and the duration that they breast feed.

It is in the best interest of maternal and child health that breastfeeding be continued at least through a baby's first year of life. Attached is a position statement of the Health Services Agency discussing the many health and social benefits of breastfeeding and a resolution of the California State legislature encouraging the State of California and all employers to promote breastfeeding and to provide adequate facilities for their employees who are nursing mothers

It is well known that one of the reasons that women decide not to breastfeed or to stop early is their return to work. However, with support and some accommodation in the workplace, women can continue to breastfeed after they return to work.

County staff has located an area at the 701 Ocean Street building where County employees who are nursing their babies can be accommodated. In recognition of World Breast Feeding Week, the Sutter Maternity and Surgery Center is donating a state of the art breast pump to the County which will be available at this site. Health Services Agency management staff has donated a refrigerator for the room and other items needed to furnish the room have been located within County without incurring added cost. These donations are greatly appreciated.

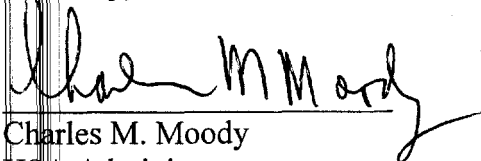
We recommend that your Board direct all County departments to make reasonable accommodations for employees who wish to continue breastfeeding after their return to work.

County Government has an opportunity to set an example for other employers by establishing an area for nursing mothers. It is in the best interest of maternal and child health as well as our county employees to support this effort.

It is, therefore, recommended that your Board:

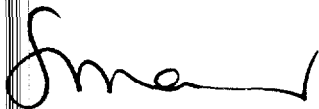
1. Accept the donations of the breast pump from the Sutter Maternity and Surgery Center and the refrigerator donated by HSA staff, and direct the Chair to send a letter of acknowledgement and appreciation to Sutter Maternity and Surgery Center;
2. Direct all County departments to make reasonable accommodations for employees who wish to continue breastfeeding after their return to work; and
3. Adopt the attached resolution in support of World Breastfeeding Week, August 1-7th, 1999.

Sincerely,



Charles M. Moody  
HSA Administrator

RECOMMENDED:



Susan A. Mauriello  
County Administrative Officer

Attachments

cc: CAO Office  
County Counsel  
HSA Administration  
Public Health Administration

# Position Paper

## BREASTFEEDING PROMOTION

The Santa Cruz County Health Services Agency strongly supports the breastfeeding of infants. Medical authorities in maternal and child health recommend exclusive breastfeeding of infants for the first year of life. Breast milk is the perfect food for babies. It is naturally fresh and clean, always at the right temperature and comes perfectly formulated. It promotes emotional bonding between the mother and baby, while providing a number of health benefits for both. The reproductive organs of nursing mothers return to normal faster than non-nursing mothers. Nursing mothers also have an easier time returning to, or maintaining their normal weight. Babies who are breastfed have fewer problems with allergies and colic. Breast milk also contains maternal antibodies that provide some protection from infectious disease. Breast milk saves a significant amount of money, as infant formula is expensive. Although breastfeeding should not be relied upon exclusively for family planning, it clearly has a contraceptive effect, as continuous breastfeeding usually prevents ovulation. Research findings indicate that breastfeeding offers some protection in the prevention of breast and ovarian cancer.

One of the most common reasons that mothers discontinue nursing is their return to work.

**Unfortunately**, support for breastfeeding mothers in the workplace is not common. Working mothers are rarely able to directly breastfeed their infants while on the job. However, it is possible to continue breastfeeding for longer periods by having the ability for the nursing mother to pump her breasts and store the milk for later use by the infant. The lactating breast is a perfect supply and demand system. As long as the breast is emptied, it will refill itself to meet the demand. Although a vigorous nursing baby is the best way to empty the breast, a breast pump is a good alternative. With support and some accommodation, mothers who cannot directly nurse their infants while at work can pump their breasts and continue nursing for longer periods of time. It is in the best interest of babies and their mothers to support breastfeeding. The workplace can accommodate breast pumping with a minimum of expense and disruption. The minimum requirements include the following:

- A clean, private space
- A small refrigerator in good condition, preferably with a freezer
- A comfortable place for the mother to sit while she pumps her breasts
- A state of the art breast pump is a wonderful addition, but the nursing mother can usually rent one at an affordable cost, if the workplace cant provide it.
- A small table to hold the equipment needed for breast pumping and storage supplies.
- A small sink with running water is helpful, but not essential so long as the mother has near-by access for washing her hands and other equipment that she uses.

The financial demands on young families are great, often requiring both parents to work. There are also many single women raising children. It is rare that a nursing mother can remain off work for a year.

**However**, this does not mean that she must give up breastfeeding her infant. With a relatively small effort employers can play a major role in helping the mother continue to provide her infant with the best possible nutrition. The County encourages all employers to help families by providing facilities where breast-feeding can be supported and encouraged. The community will be served well by this policy.

## PROCLAMATION

### DECLARING AUGUST 1- 7, 1999 AS SANTA CRUZ COUNTY BREASTFEEDING WEEK

WHEREAS, breastfeeding is the foundation of good health and positive feeding practices for infants, mothers and families; and

WHEREAS, extensive research documents diverse and compelling advantages to infants, mothers, families, and society from breastfeeding, including health, nutritional, immunologic, developmental, psychological, social, economic and environmental benefits; and

WHEREAS, breastfeeding and the use of human milk have been associated with elevated IQ and improved school outcomes among children compared with formula use; and

WHEREAS, families are more likely to choose to breastfeed when they have correct information and appropriate support from their health care providers, family, friends and community; and

WHEREAS, this atmosphere of information and support is promoted by including breastfeeding related topics in formal and informal education beginning in childhood, progressing through secondary and post-secondary education, and continuing in professional training; and

WHEREAS, "Breastfeeding: Education for Life" is the theme of World Breastfeeding Week 1999, as designated by the World Alliance for Breastfeeding Action, to focus attention on the importance of incorporating breastfeeding topics into educational systems and opportunities, thereby fostering positive attitudes and correct information concerning breastfeeding in communities throughout the world;

NOW, THEREFORE, I, Jeff Almquist, Chairperson of the Santa Cruz County Board of Supervisors, acting on behalf of all members of the Board, do hereby proclaim August 1-7, 1999, as Santa Cruz County Breastfeeding Week and urge all citizens to educate themselves about the benefits and practices of breastfeeding.

**Assembly Concurrent Resolution No. 155 RESOLUTION CHARTER 152**  
Assembly Concurrent Resolution No. 155 – Relative to breastfeeding.  
(Filed with Secretary of State September 1, 1998)

LEGISLATIVE COUNSEL'S DIGEST

ACR 155, Lempert, Breastfeeding. This measure would encourage the State of California and California employer to support and encourage the practice of breastfeeding, by striving to accommodate the needs of employees, and by ensuring that employees are provided with adequate facilities for breastfeeding and expressing milk for their children. The measure would also memorialize the Governor to declare by executive order that all State of California employees be provided with adequate facilities for breastfeeding and expressing milk.

WHEREAS, Extensive research, especially in recent years documents diverse and compelling advantage to infants, mothers, families, and society from breastfeeding and the use of human milk for infant feeding, including health, nutritional, immunologic, developmental, psychological, social, economic, and environmental benefits; and

WHEREAS, Epidemiologic research shows that human milk and breastfeeding of infants provide advantages with regard to general health, growth and development, while significantly decreasing risk for a large number of acute and chronic disease. Research in the United States, Canada, Europe, and other developed countries, among predominantly middle-class populations, provides strong evidence that human milk feeding decreases the incidence, or severity, or both, of diarrhea, lower respiratory infection, otitis media, bacteremia, bacterial meningitis, botulism, urinary tract infection, and necrotizing enterocolitis. In addition, a number of studies show a possible protective effect of human milk feeding against sudden infant death syndrome, insulin-dependent diabetes mellitus, Crohn's disease, ulcerative colitis, lymphoma, allergic diseases, and other chronic digestive diseases. Breastfeeding has also been related to possible enhancement of cognitive development; and

WHEREAS, A number of studies also indicate potential health benefits for mothers, as it has long been acknowledged that breastfeeding increases levels of oxytocin, resulting in less postpartum bleeding and more rapid uterine involution, and lactational amenorrhea causes less menstrual blood loss over the months after delivery. Recent research demonstrates that lactating women have an earlier return to prepregnancy weight, delayed resumption of ovulation with increased child spacing, improved bone remineralization postpartum with reduction in hip fractures in the postmenopausal period, and reduced risk of ovarian cancer and premenopausal breast cancer; and

WHEREAS, In addition to individual health benefits, breastfeeding provides significant social and economic benefits to the nation, including reduced health care costs and reduced employee absenteeism for care attributable to child illness. The significantly lower incidence of illness in the breast-fed infant allows the parents more time to give attention to siblings and other family duties, and reduces parental absence from work and

lost income. The direct economic benefits to the family are also significant. It has been estimated, for example, that in 1993, the cost of purchasing infant formula for the first year after birth was \$855; and

WHEREAS, Increasing the rates of breastfeeding initiation and duration is a national health objective, and one of the goals of Healthy People 2000, a national prevention initiative to improve the health of all Americans. The target of Healthy People 2000 is to increase to at least 75 percent the proportion of mothers who breast feed their babies in the early postpartum period and to at least 50 percent the proportion who continue breastfeeding until their babies are five or six months old. Although breastfeeding rates have increased slightly since 1990, the percentage of women currently electing to breastfeed their babies is still lower than levels reported in the mid-1980's, and is far below the Healthy People 2000 goal. In 1995, 59.4 percent of women in the United States were breastfeeding either exclusively or in combination with formula feeding at the time of hospital discharge, but only 21.6 percent of mothers were nursing at six months, and many of these were supplementing with formula; and

WHEREAS, The American Academy of pediatrics recommends exclusive breastfeeding as ideal nutrition, sufficient to support optimal growth and development for approximately the first six months of life, with the gradual introduction of iron-enriched solid foods in the second half of the first year to complement the breast milk diet. It is recommended that breastfeeding continue for at least 2 months, and thereafter for as long as mutually desired; and

WHEREAS, Hundreds of millions of dollars continue to be spent by the United States government to purchase artificial milk for babies. Yet, one study indicated that the national Women, Infants, and Children (WIC) nutrition program could save \$93 million a month in lower food package costs alone if all mothers breast-fed their infants. According to a report released in the fall of 1996, compared to formula-fed babies, each breast-fed baby saved \$478 in WIC and other health care costs for the first six months of life. The International Journal of Gynecology and Obstetrics reported that, in the United States, two to four billion dollars could be saved in annual health care costs if women breast fed their infants for as little as 12 weeks; and

WHEREAS, Employers, employees, and society benefit by supporting a mother's decision to breast feed and by helping reduce the obstacles of continuing to do so after returning to work. A study by a major health maintenance organization found that infants who were breast fed for a minimum of six months experienced \$1,435 less in health care claims than formula-fed infants, and a study from the University of California at Los Angeles School of Nursing found that breast-fed babies have 35 percent fewer illnesses than formula-fed babies, and their nursing moms have a corresponding 27 percent lower absence rate, and

WHEREAS, Employers clearly benefit by having lower health care costs, less employee absenteeism, and better morale, and employees are also more likely to return to work earlier from maternity leave if they do not foresee complications with being able to continue to breast feed; and

WHEREAS, Multiple obstacles reduce the number of mothers that continue breastfeeding after returning to work, including finding an adequate place for feeding or expressing milk, finding the time or flexibility in breaks or working hours, having a place to store the milk, and concerns about the acceptability of these activities; and

WHEREAS, Most employers are sympathetic to the needs of nursing mothers, and are very supportive of their employees when it is brought to their attention, however, employees must be encouraged to discuss their needs with their employers; and

WHEREAS, Most employers are sympathetic to the needs of nursing mothers, and are very supportive of their employees when it is brought to their attention, however, employees must be encouraged to discuss their needs with their employers; and

WHEREAS, Employees can successfully continue to provide for the needs of their children, given adequate facilities and support. These adequate facilities include a clean, private place, with a chair, and electrical outlet, with access to running water and refrigerated storage; now therefore, be it

*Resolved by the Assembly of the State of California, the Senate thereof concurring,* That the Legislature encourages the State of California and all Californian employers to strongly support and encourage the practice of breastfeeding by striving to accommodate the needs of employees and by ensuring that employees are provided with adequate facilities for breastfeeding, or the expressing of milk for their children; and be it further

*Resolved,* That the Legislature respectfully memorializes the Governor to declare by executive order that all State of California employees shall be provided with adequate facilities for breastfeeding, or the expressing of milk; and be it further

*Resolved,* That the Chief of Clerk of the Assembly transmit copies of this resolution to the author for appropriate distribution.

For Terry Dorsey – Board of Supervisors

August 3, 1999

Mr. David Hughes, Administrator  
Sutter Maternity and Surgery Center  
2900 Chanticleer Avenue  
Santa Cruz, CA 95065

Dear Mr. Hughes:

The County of Santa Cruz accepts your very generous donation of a breast pump to be used in our effort to support County employees who are breast feeding and have returned to work. We intend to place the pump in our nursing mothers' room at the County building at 701 Ocean Street.

We appreciate the willingness of Sutter Maternity and Surgery Center to support and assist the County in promoting the health of mothers and their infants. The public/private partnerships that flourish in Santa Cruz County help make this community such a special place to live and work.

The County joins with Sutter in acknowledging World Breast Feeding Promotion Week. WEW are pleased that we can do our part to help our employees and encourage other employees in the community as well.

Thank you for assisting us in this effort.

Sincerely,

Jeff Almquist, Chair  
County Board of Supervisors