

University of Pittsburgh Staff Council
Resolution Supporting a Parental/Lactation Policy at the University of Pittsburgh

Staff Council

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Whereas the University of Pittsburgh Medical Center (UPMC) Children’s Hospital sets forth the benefits of breast/chestfeeding* for children and nursing individuals (<https://www.chp.edu/our-services/newborn-medicine/lactation-support>):

- Breastmilk is rich in nutrients and provides antibodies that help your baby to fight off infections;
- Decreased chances of gastrointestinal and respiratory illnesses;
- Improved developmental outcomes;
- Lower risk for necrotizing enterocolitis;
- Shorter length of hospital stay;
- Lower risk of breast cancer, cardiovascular disease, diabetes, ovarian cancer, postpartum depression, and postpartum hemorrhage;
- Completely free; and
- Less time-consuming than other methods of infant feeding;

Whereas the Pennsylvania Department of Health declares that breast/chestfeeding support in the workplace is an essential component of the goal of increasing breast/chestfeeding duration rates in Pennsylvania and that breast/chestfeeding has both immediate and long-term health benefits for lactating individual and child (<https://www.health.pa.gov/topics/programs/Breastfeeding/Pages/Work.aspx>);

Whereas the United States Department of Labor, under the Fair Labor Standards Act, declared that federal law requires employers to provide reasonable break time for an employee to express breast milk each time such employee has a need to express milk (<https://www.dol.gov/agencies/whd/nursing-mothers>);

Whereas Congress passed The PUMP for Nursing Mother Act in 2021 which strengthens the Break Time for Nursing Mothers law by expanding workplace protections for lactating workers, clarifying employers’ obligations under the law, and ensuring breast/chestfeeding employees have access to appropriate remedies (<https://www.usbreastfeeding.org/pump-act.html>);

Whereas the United States Office of Personnel Management offers a guide for establishing a program for employees who are expressing breast milk which references the Patient Protection and Affordable Care Act (ACA) that requires employers to provide a private space, other than a bathroom, for an employee to express breast milk that is shielded from view and free from intrusion from coworkers and the public (<https://www.opm.gov/frequently-asked-questions/work-life-faq/health-wellness/are-there-federal-privacy-requirements-for-employees-who-are-expressing-breast-milk/>);

Whereas a 2018 Executive Order by the former Mayor of the City of Pittsburgh, William Peduto, declared that lactating individuals in Pittsburgh deserve safe, sanitary, and private places to breastfeed and pump breast milk (https://apps.pittsburghpa.gov/redtail/images/2139_03_28_18_Lactation_Room_EO_and_Leg.pdf);

Whereas peer institution Carnegie Mellon University has been recognized as a Breastfeeding-Friendly Employer in 2021 (<https://www.cmu.edu/hr/news/2021/02-04-2021-pabc-award.html>) and provides staff and faculty with a guide for pregnant employees, and/or partners, that outlines pregnancy support, leaves, health care and benefits, childcare resources, lactation support and other appropriate resources (<https://www.cmu.edu/hr/assets/family-care/new-parents.pdf>);

*We use “breast/chestfeeding” in this resolution for inclusivity in keeping with [The Academy of Breastfeeding Medicine Clinical Protocol](#).

Whereas peer institution Penn State offers a Breastfeeding Support Program that includes classes, lactation consultant services, support groups, and lactation stations across campus (<https://hr.psu.edu/employee-and-family-resources/breastfeeding-support>);

Now, therefore, be it resolved that the University of Pittsburgh Staff Council, on behalf of its members and the University of Pittsburgh Staff at large:

1. promotes the inclusion and active support of lactating employees at the University of Pittsburgh by working collaboratively with the University and existing health and wellness stakeholders (e.g., Wellness for Life, the Provost's Advisory Committee of Women's Concerns, etc.) to form a high level ad-hoc committee consisting of faculty and staff at all levels, as well as students, that would report back to administration with policy and practice recommendations to increase awareness across campus, to explore best practices, assess available resources and recommend opportunities on campus, and to explore and implement operatives set forth herein;
2. pledges to work with the University of Pittsburgh's Office of Policy Development and Management to champion lactating employees by developing and acquiring approval on a formal policy outlining the University of Pittsburgh's commitment to providing appropriate private spaces, break time, and resources for lactating employees;
3. encourages the University of Pittsburgh, through the Offices of Facilities Management, Campus Planning, and Design and Real Estate, along with Staff Council, and other relevant parties, to update the existing lactation room map (<https://www.diversity.pitt.edu/diverse-populations/lactation-rooms>) to be comprehensive (including lactation rooms/private spaces in non-Pitt leased spaces), and to reassess these spaces on campus and to ensure that they meet the needs of lactating workers and requirements as outlined by law;
4. proposes the growth of the University of Pittsburgh and HR resources for pregnant and/or lactating employees, and working parents through various means such as accessible and detailed parental leave and FMLA guidelines (e.g., navigating MetLife and internal HR processes when taking parental leave), enhanced materials regarding wellbeing, healthcare, and related benefits for pertinent employees and available childcare options, and any other appropriate documentation/information to ultimately provide a University-approved program available to all faculty, staff, and students, as at peer organizations (e.g., CMU and PSU), and;
5. suggests the expansion and improvement of available resources, support, and encouragement of lactating employees at the University of Pittsburgh by aiming to self-nominate the University of Pittsburgh for a Breastfeeding Employer Award in hopes of being recognized as a Breastfeeding Friendly Employer by the year 2024 (<https://www.pabreastfeeding.org/employerawards>).

Passed by vote of general membership on October 26, 2022

Signature of Staff Council President: *Lindsay Rodzicz*