Baby at Work: Representative Babette Josephs

**GENERAL FACTS**
- **Size:** 9 employees
- **Women of childbearing age:** 56%
- **Industry:** Government
- **Location:** Philadelphia, PA
- **Contact Person:** Babette Josephs, State Representative; RepJosephs@pahouse.net

**LACTATION PROGRAM**
- **Time:** Employees can express milk or nurse baby at any time.
- **Space:** Private office, conference room, or any office space.
- **Flexibility:** Individualized plan. 12 weeks leave (paid with use of sick, vacation, and personal days) as part of FMLA policy.
- **Support:** Everyone in the office is supportive, even lending a hand from time to time.
- **Equipment:** No pumping equipment necessary. Baby toys, which employees are responsible for providing.
- **Education:** The established breastfeeding policy has been distributed throughout the office. An informational breastfeeding folder is available.
- **Policy:** ‘...As part of our office’s family-friendly policies and benefits, we provide a supportive environment to enable breastfeeding employees to continue providing milk for their infants by expressing their breast milk during work when separated from their children or bringing their infant into the office until they begin to interfere with office productivity...’
- **Impact:** Having a baby in the office adds to the welcoming environment. It demonstrates the possibility of bringing baby to work successfully. The employee who first brought her baby to the office has joined a breastfeeding support group where she encourages other young mothers to act on their own breastfeeding rights when going back to work.

Representative Babette Josephs couldn’t afford to lose her Chief of Staff when her employee became a mother, so together they decided to bring the baby to work. In a small workplace with a private office, mother can breastfeed at work and have a flexible schedule that fits her employer’s needs and the needs of her baby. Baby even comes to off-site meetings and by his presence helps educate others about family-friendly business practices.

"Why not? There’s not a lot of good reasons for it not to happen. it just hasn’t been normalized."  
Pamela Winkler, MSS  
Legislative Assistant

Overall, the reaction both within the office and for visitors has been very positive. The baby brings some extra fun and joy into the office, and because his needs are attended to, he is not fussy. The baby will remain in the office as long as is reasonable.

"It helps with productivity when the baby is in the office. There is no reason in the world that a woman should not have her baby with her."  
Babette Josephs  
State Representative