Executive Order: The City of Philadelphia

GENERAL FACTS
Size: 25,000 employees
Women of childbearing age: 20%
Industry: Municipal/ Government
Location: Philadelphia, PA
Contact Person: Rackell Arum, Administrator for Maternal, Child and Family Health, PDPH; rackell.arum@phila.gov

LACTATION PROGRAM
Time: Reasonable lunch and break time for employees to express breast milk.
Space: Multi-use spaces with viable alternates have been identified in 8 buildings under the Philadelphia Department of Public Health.
Flexibility: Employees are responsible for checking availability of the identified space and scheduling their time accordingly. Scheduling is done in the same manner as meeting scheduling; additionally, there is a contact person in charge of each site.
Support: The policy encourages working mothers to breastfeed their infants and supports them in doing so.
Equipment: Every nursing employee receives a cooler bag to store her milk. Pumps are supplied by the employee.
Education: Every nursing employee receives a breastfeeding information folder. Employees can also call the PA Department of Health’s Healthy Baby Line 1-800-986-2229.
Impact: Program is currently in effect. The City is working to identify lactation space in all City-owned or leased facilities as appropriate.

"It happens to be the law, but we also support it."
Rackell Arum
Administrator for Maternal, Child and Family Health, PDPH

The situation:
Multiple buildings in need of lactation spaces, diverse employee needs.

The solution:
Start simple with a pilot program. Be creative in identifying multi-purpose lactation spaces.

"It's really important for the leader of the organization to say, 'This is a priority.'" Karla Hill
Human Resources Director, PDPH

With over 50 departments and many employees, buildings and working areas falling under the supervision of the City of Philadelphia, this was a complex undertaking. Lactation accommodations might look very different from one department to the next. In addition, many buildings are tight on space.

To simplify, a pilot program was implemented within the Department of Public Health. The Department of Health has 1,000 employees and 12 separate buildings throughout Philadelphia, and MCC’s coordinator toured all buildings to help find appropriate lactation spaces. During that process, the lactation policy was in the works.

Arrangements were made to transform storage spaces, closets, and multi-purpose rooms into places for private pumping. Because most buildings could not afford to have dedicated lactation rooms, three multi-use rooms were identified per building to avoid conflicting space needs. While most identified rooms are within distance of a public refrigerator, the city invested in cooler bags to enable safe transport and storage of pumped milk.

In August of 2011, Mayor Nutter signed an Executive Order which was the breastfeeding policy itself. With this Executive Order, it is expected that all operating agencies of the department will implement the lactation policy, and supervisors in all departments were given orientation.