Expansive Space: Einstein Healthcare Network

GENERAL FACTS
Size: 6,000 employees
Women of childbearing age: 55%
Industry: Healthcare
Location: Philadelphia, PA
Contact Person: Janine Wright, Human Resource Specialist; wrightj@einstein.edu, 215-456-6526

LACTATION PROGRAM
Time: Einstein acknowledges that the time to express breast milk typically takes 20-30 minutes, two or three times per day. As that time may vary, depending on individual needs, decisions regarding the amount of time and number of breaks should be made on a case-by-case basis between the employee, supervisor, and HR Service Specialist.
Space: Two dedicated “Mother Lounges” on Main Campus.
Flexibility: The supervisor works with the employee to adjust her schedule to enable adequate time to express breast milk while simultaneously balancing work expectations with the operational needs of the department.
Support: Employees may call the Women and Children’s Service Line lactation representative to obtain lactation assistance.
Equipment: Employee is responsible for providing her own pump; however, Einstein has voluntarily equipped the lactation lounges with hospital grade breast pumps.
Education: All information and material is distributed via email to employees and it also appears on the intranet.
Policy: Contact Ms. Wright for information.
Impact: Response to the workplace breastfeeding policy has been extremely positive from all levels of staff and has sparked the process of establishing additional lactation spaces.

Einstein Healthcare Network certainly knows the benefits of breastfeeding for its patients and its employees. As Philadelphia’s largest independent medical center providing a range of comprehensive healthcare services through its hospitals, outpatient locations and physician practices, Einstein Healthcare Network faced a challenge of implementation.

Because of the size of the workforce and the diverse campuses, Einstein began the lactation program at the main Philadelphia campus, and provided two well-equipped, dedicated lactation rooms.

Over 1/2 of the workforce are women of childbearing age, and the success of the pilot program was quickly apparent.

"Breastfeeding is important because it gives your baby a healthy start in life. If I couldn’t breastfeed at work, I would feel guilty that I couldn’t provide my daughter with the best care.”

Kierra Robinson
Medical Assistant

"It’s a recruitment tool, it’s a retention tool, and I think it makes our employees much happier.”

Janine Wright
Human Resources Specialist

Plans are in the works for expanding the program to the newest addition of the Einstein family – Einstein Medical Center Montgomery (EMCM), which is slated to open in September 2012 in East Norriton, PA.