

Lactation Support at UCI Health

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Facts about Lactation

- **American Academy of Pediatrics and American College of Ob-Gyn recommend lactation for 2 years**
- Benefits of lactation to the **baby**
 - decreased risk of infections
 - decreased risk of allergic and atopic conditions
 - decreased risk of SIDS
 - decreased risk of Diabetes and Obesity
 - decreased risk of Leukemia
- Benefits of lactation to the **mother**
 - decreased risk of Type 2 Diabetes
 - decreased risk of Hypertension
 - decreased risk of Breast Cancer
 - decreased risk of Ovarian Cancer

Data on Lactation in Physicians

- Given length of time of training and age of women when they start working, child-bearing and lactation are common occurrences
- Over 60% of physician mothers did not breastfeed to 12 months, and top reasons cited
 - Inadequate time
 - Schedule inflexibility
 - Patient care demands and workload
 - Associated financial losses
- Rates of female physicians leaving clinical care
 - 2 out of 5 female physicians go part-time or leave medicine all together within 6 years of completing residency
 - 22.6% of female physicians go part time compared to 3.6% of male physicians at 6 years
 - #1 reason cited is Family and Work-Family conflict
 - Emergence of this gap so early in physicians careers may contribute to later gender inequities in compensation and promotion

Laws and Policies on Lactation

2022 Biden PUMP Act (Providing Urgent Maternal Protections)

- Employers must provide a reasonable amount of break time and space for nursing employees for up to one year after a child's birth
- If an employee is not completely released from duty, it must be paid

California: Pursuant to [Labor Code Section 1030](#) every employer, including the state and any political subdivision, must provide a reasonable amount of break time to accommodate an employee desiring to express breast milk for the employee's infant child each time the employee has a need to express milk. The break time shall, if possible, run concurrently with any break time already provided to the employee. Break time for an employee that does not run concurrently with the rest time authorized for the employee by the applicable wage order of the Industrial Welfare Commission need not be paid.

UCI Policies on Lactation cites California Labor Code Section 1030

- All employers must provide a reasonable amount of break time for milk expression
- The time may run concurrently with rest breaks, or if not possible then separate
- For non-exempt employees it is unpaid time
- Employers must make reasonable effort to provide space in close proximity to work

Lactation Policies at Top 50 US Medical Schools

- Used 2022 Top 50 US SOM US News and World Report Rankings
- Evaluated institutional lactation support policies on publicly accessible websites
 - Dedicated space or equipment
 - Accommodations
 - Resources
- Policies verified with representatives from each of the medical schools
- 4/50 Top US Medical Schools provided financial incentives to make up for lost clinical time while lactating
- USCF enacted lactation RVU credit in 2020
- UCI enacted lactation % credit in 2024

Jama Network Open. 2023: 6(10)

Post FMLA - Lactation Support – Phase 1 – Faculty Support

ELT: Dr. John Gross

Presented by: Dr. Sheetal Desai

SITUATION	BACKGROUND	ASSESSMENT	RECOMMENDATION
<ul style="list-style-type: none">UCOP Health Sciences Compensation Plan (HSCP) outlines benefits for Extended Leave, FMLA, Child-bearing and Parental Leave PayHSCP does not provide guidelines related to protected lactation time for mothers returning to workUCSF has created a lactation wRVU program to better support employees returning to work and covers salary for childbearing leave	<ul style="list-style-type: none">Lack of financial support of lactation time results in work-family conflict with female physicians having to choose between the generation of their salary/bonus and the health benefits of lactationDue to numerous health benefits to mother and child, AAP and ACOG both recommend 1-2 years of lactation	<ul style="list-style-type: none">Over 60% of female physicians do not lactate to 12 months2/5 women physicians go part-time or leave medicine 6 years after training due to Work-Family conflictLaws and Policies on Lactation:<ul style="list-style-type: none">2022 Biden PUMP (Providing Urgent Maternal Protections) ActCalifornia Labor Code Section 1030UCI Policies on LactationAssessment determined:<ul style="list-style-type: none">Since July 2021-October 2023, 55 Faculty were on childbearing/childrearing leave:<ul style="list-style-type: none">75% - Assistant Professor (41)25% - Associate Professor (14)0% - Professor (0)Based on 30 mins per session of protected time for lactation, determined cFTE payment approach is better than wRVU credit<ul style="list-style-type: none">Variation in session wRVU generation by specialty	<p>Approval: Request approval for Phase 1 – Faculty Support for departments to request lactation time for clinical faculty to be outlined in SOM Compensation Guidelines:</p> <p>Estimated faculty for 12 months after returning to work: 30 faculty</p> <ul style="list-style-type: none">Estimated support: \$1.5M<ul style="list-style-type: none">Total cFTE for lactation per day: .125 cFTE/12.5%Estimate 23 - Assistant Professor: \$1.1MEstimate 7 – Associate Professor: \$400KNo Professor estimation based on data <p>Continue with additional phases:</p> <ul style="list-style-type: none">Phase 2 – Identify support for Staff Physicians and department covered APPsPhase 3 – Evaluation of all UCI staff and ensuring appropriate protected time for lactationContinue to evaluate dedicated space, equipment, accommodations and resources at UCI



Process Flow for Lactation Time Planning

- The Lactation Support program was designed to ensure that faculty do not lose earnings due to reduced clinical productivity stemming from lactation breaks. Currently only specialties that are on a wRVU model would be impacted, and not apply to faculty on a cFTE model.
 - UCI has approved lactation credit for RVU based faculty at 12.5% of cFTE for up to 12 months after return, which allows a 30-minute block in each 4-hour clinic session
 - Before leaving for maternity leave have the conversation with CAO/Chief/Chair
 - Put clinic blockages in place as early as possible, for example 10-10:30am and 2-2:30pm
 - CAO have a process flow to follow to receive financial credit for the lactation time
1. On-leave Faculty will contact Clinicalaffairs@hs.uci.edu letting Clinical Affairs know they will be returning to work on xxx date, with supporting leave documentation, and that they are requesting Lactation Support
 2. Clinical Affairs will contact department staff and request the department to submit a Lactation Time [ServiceNow ticket](#)
 3. Clinical Affairs will review and verify the information, then approve forward to SOM Finance
 4. Finance will push funding to department and move the ticket. Support is calculated accordingly: $[TNS * cFTE * 12.5\% \text{ support} * (\text{prorated months} / 12)]$

Lactation Rooms across UCI Health

- <https://families.uci.edu/lactation/>
- Continue to evaluate dedicated space, equipment, accommodations and resources at UCI
- New hospital and clinic locations have a lactation room on every floor
- We have done walk throughs on existing lactation spaces at UCI Health Orange and our UCI outpatient clinics
- We are building a budget for items needed- curtains, locks, frosting of windows, lactation pods

MASTER CHECKLIST - LACTATION ROOMS - UCI HEALTH

		Chapman (Room 5108)	Chapman (Room 5102)	Gettschalk (Room 1608)	Laguna Hills	Manchester (Room 837)	Building 3 (Room 3013)	Douglas Hospital (Room 6004)	Douglas Hospital (Room 5409)	Douglas Hospital (Room 3409)	Irvine Hall (Room 2564)	COHS (Room 1207)
Private Room Related Items	Door	Yes	Yes (badge entry required)	Yes	Yes	Yes	Yes (badge entry required)	Yes (badge entry required)	Yes (badge entry required)	Yes (badge entry required)	Yes	Yes
	Lock	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Covered Windows	No Windows	No Windows	No Windows	No Windows	No Windows	Yes	Yes	Yes	Yes	Yes	No windows
	Adequate Lighting (Lamp or Lighting)	Yes	Yes	Yes	Yes	Yes (please note lights are dim)	Yes	Yes (overhead lights; lamp not working atm)	Yes (overhead lights; lamp not working atm)	Yes (overhead lights; lamp not working atm)	Yes	Yes
	Available Outlet within Reach (only include Power Strip)	Yes	Yes	Yes	Yes	Yes	Yes (3 outlets in the room)	Yes	Yes	Yes	Yes	Yes
	User access to Sink	Yes	Yes (located in bathroom next door)	Yes (located around the corner from room in bathroom)	Yes (located in breakroom)	Yes (located down the hall, next door in staff breakroom)	Yes (located in bathroom next door)	Yes (located at breakroom within short walking distance)	Yes (located at breakroom within short walking distance)	Yes (inside the room)	Yes (located in restrooms nearby: 216, 245, 226, 240)	Yes (inside room)
	User access to Refrigeration (Fridge/Cooler Box)	Yes (mini fridge in room)	Yes (mini fridge in room)	Yes (closest fridge in staff breakroom; individuals bring their	Yes (located in breakroom)	Yes	No	Yes (mini fridge in room)	Yes (mini fridge in room)	Yes (mini fridge in room)	Yes	No
Furniture/Supplies	Table	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes (attached to chair + counter space)
	Chair	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Bulletin Board	No	No	No	No	No	No	No	No	No	No	No
	Mirror	Yes	No	Yes	No	No	No	No	No	No	No	No
	Clock	No	No	No	No	No	No	Yes	Yes	Yes	No	No
	Art	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
	In-Room Fridge	Yes	Yes	No (fridge is located in staff breakroom)	No	No	No	No	No	No	Yes	No
	Personal Lockers	No	No	No (there is a cupboard)	No	No	No (there is a cupboard)	No	No	No	No	No
	Room Divider/Privacy screen as needed	No	No	No	Yes	Yes	No	Yes	Yes	Yes	No	No
	Magazine Subscriptions	No	No	No	No	Yes	No	Yes	Yes	Yes	No	No
	Hospital-Grade Breast Pump	No	No	No	No	No	Yes (1 Medela pump available in room)	Yes (1 Medela pump available in room)	Yes (1 Medela pump available in room)	No	No	No
	Computer/Laptop(s)	No	No	No	No	No	No	No	No	No	No	No
Signage	Labeled as Lactation Room	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	In Use/Vacant Identifier on lock or slider	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes
	Exterior Lactation Room Access Sign	Yes	No	No	Yes	No	Yes	Yes	Yes	Yes	No	No
	Interior Room Maintenance/Directions	No	No	No	No	Yes	No	Yes	Yes	Yes	No	No
	Lactation Program Flyer	No	No	No	No	No	No	No	No	No	No	No
	Exterior Room In Use Sign	Yes	No	No	No	No	No	Yes	Yes	Yes	Yes	No
	Posted Policy: Accommodations for Nursing Mothers California Law	No	No	No	Yes	No	No	No	No	No	No	No
	Posted Policy: UCI-wide Accommodations for Nursing Mothers	No	No	No	Yes	No	No	No	No	No	No	No
Sanitary Space	Cleaned 5 times per week, 2 times per day	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Trashcan within room	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Sanitizing Wipes within room	No	No	Yes (stored in cupboard)	Yes	No	Yes	Yes	Yes	Yes	Yes	No (hand sanitizer + paper towels available)

To come...

- **Additional phases:**
- **Phase 2** – Identify support for Staff Physicians and department covered APPs
- **Phase 3** – Evaluation of all UCI staff and ensuring appropriate protected time for lactation
- Continue to evaluate dedicated space, equipment, accommodations and resources at UCI

Navigating the Academic Journey with Family Support

Faculty Development Series 2025

May 12, 2025

Ilona Pak

Director of Academic Policy and Programs

Office of Academic Personnel

Outline

1. Childbearing Leave
2. Childrearing Leave
3. Active Service Modified Duties
4. Stopping the Clock
5. Resources

Childbearing Leave ([APP 7-41](#), [APM 760-25](#))

1. May be granted by request to eligible academic appointees for disabilities or medical conditions related to pregnancy and childbirth before, during and/or after childbirth
 - a. No duties shall be required by the University
2. Paid leave, up to eight weeks; leave may be extended due to medical reasons
 - a. Paid leave up to eight weeks of X+X'
3. If eligible for Family Medical Leave (FML), up to 12 workweeks of the childbearing leave will run concurrently with FML (FML is generally unpaid)

Childrearing Leave ([APP 7-43](#), [APM 760-27](#))

Childrearing leave consists of parental bonding leave and/or parental leave

1. Parental Bonding Leave

- a. Granted to care for and bond with a newborn child or a child newly placed for adoption or foster care and to attend to matters related to the birth, adoption, or placement of the child
- b. Normally unpaid
- c. If eligible for Family and Medical Leave (FML), up to 12 workweeks of the parental bonding leave will run concurrently with FML
- d. Parental Bonding leave must be concluded within twelve (12) months following the birth or placement of the child or children.

2. Parental Leave

- a. Full-time or part-time parental leave without pay for one year to care for a child
- b. Normally unpaid

Childrearing Leave Cont. ([APP 7-43](#), [APM 760-27](#))

3. Pay Status:

- a. Parental Bonding Leave and Parental Leave are generally unpaid.
- b. Pay for Family Care and Bonding (PFCB):
 - i. Pay option for up to eight weeks per calendar year at 100% of an appointee's eligible earnings.
 - i. For participants in the Health Sciences Compensation Plan (HSCP), PFCB interacts with pay options available under the participant's specific School HSCP Implementing Procedures and/or department specific procedures as follows in [APM 760-27-d-1](#)
 - ii. To be eligible, must be on an approved block family and medical leave for one of the qualifying reasons (see APM 760-27-d-1(a)).
 - iii. Must be taking that leave in a block of a minimum of one workweek.

Active Service Modified Duties (ASMD)

([APP 7-42](#), [APM 760-28](#))

1. Not a leave.
2. Normal duties are modified/reduced to allow to prepare for and/or care for a newborn child or a child newly placed for adoption or foster care.
3. May be granted to any academic appointee who has 50% or more responsibility for the care of the child.
4. ASMD normally extend from three months prior to and up to 12 months following the birth or placement.
5. **Childbearing appointee:** eligible for a total period of childbearing leave plus ASMD, not to exceed three quarters for each birth or placement.
6. First quarter of ASMD must run concurrently with the quarter in which a childbearing leave is taken.
7. **All other academic appointees:** eligible for a total of one quarter/or one semester of ASMD.

Active Service Modified Duties (ASMD)

([APP 7-42](#), [APM 760-28](#))

Health Sciences Compensation Plan (HSCP) Faculty Members (APM 760-28-c):

1. HSCP faculty with clinical responsibilities:

a. May reduce clinical duties in lieu of teaching relief, as appropriate.

i. *Modification of clinical duties is not a reduction in percentage of effort in clinical duties. Terms of clinical duty reduction expectations with regard to this provision shall be routinely documented by the HSCP School Implementing Procedures.*

b. For non-HSCP faculty who have clinical duties, modification of duties could be a reduction of clinical duties and an overall reduced workload.

2. HSCP faculty members will receive pay no less than their approved base monthly salary. Any additional compensation under the HSCP shall be paid in accordance with HSCP School Implementing Procedures.

Stopping the Clock ([APP 7-44](#))

1. Stoppage of the eight year clock for eligible faculty at the Assistant rank, which fall under the provision of APM 133:
 - a. Childbearing or childrearing
 - b. Serious health condition including disability or bereavement
 - c. Significant circumstance or event
2. Submit notice of intent on or before July 1st of academic year in which MCA or promotion review is to occur.
 - a. Notification requires from [UCI-AP-92](#).
3. Reappointments with/without merit must still occur every 2 years.
4. Can choose to go for MCA or promotion at normative time, even if STC certification from submitted.

Resources

- [Office of Academic Personnel](#)
- School of Medicine [Academic Affairs](#)
- [Academic Personnel Procedures \(APP\)](#)
- [Academic Personnel Manual \(APM\)](#)

UCI School of Medicine

Monthly on Monday– Navigating the Academic Journey with Family Support

May 12, 2025

TJ Kennedy | HS Compensation Plan Manager

Outline

- I. HSCP (Health Sciences Compensation Plan) Policy
- II. Process for the faculty
- III. Related Policies
- IV. Contact Information

HSCP Policy

- UCOP – APM 760
 - Paid leave up to eight weeks of X+X'
- UCI Implementing Procedures
 - Paid leave up to eight weeks of X+X'
- Department Compensation Plan
 - Check with your Chair and/or Department Administrator. Starting in FY25, departments worked to expand their offerings in the Department Plans to maintain TNS
 - Note: If a Department HSCP option is used, this will decrement your PFCB option

Process from the Faculty Perspective

- Discuss the upcoming leave with your Department Chair/Department Administrator
- Submit your request in EEC
- HR will contact you to discuss your entitlement and pay options
 - After the discussion, HR will provide you and your department a breakdown of your leave
- If you may be eligible for lactation support, contact the Clinical Affairs office at clinicalaffairs@hs.uci.edu, who will work with you and your department

Note on Related Policies

- Vacation
 - Accrue at the rate of two working days per month for full-service
- Sick Bank
 - Faculty do not accrue sick leave, but starting January 1, 2025, they will receive a bank of six days per calendar year. The days do not rollover from one year to the next
- Extended Illness
 - Per UCI Implementing Procedures, six weeks paid at X+X'. Must qualify for an applicable leave entitlement

Contact Information

Your Department Administrator should be your first point of contact, but the below offices are additional subject matter experts:

- SOM Academic Affairs – APM Policy and Health Sciences Compensation Plan offerings
- HR – Leave entitlements
- Clinical Affairs – Lactation Support and potential impact of leaves on clinical incentives