



UNIVERSITY OF MIAMI
MILLER SCHOOL
of MEDICINE

Nursing Mothers Policy Advisory Group

RSMB Deans Conference Room 1143

Wednesday, January 19, 2011

2:00PM

Meeting Minutes

Present

- Lisa Babbs, Director of Strategic Planning
- Ailicec "Lisi" Carreno, Director Human Resources-Coral Gables Campus
- Errol Douglas, UMH Human Resources
- Richard Iacino, Chief of Staff to Dean Goldschmidt
- Dr. Sheri Keitz, Senior Associate Dean for Faculty Affairs
- Susan Leyes, Executive Human Resources-Medical Campus
- Dr. Hilit Mechaber, Associate Professor of Clinical
- Chris Morris, Associate Vice President Communication
- Gilma Sznurkowski, Executive Assistant Deans Office
- Rachelle Tanega, Manager Equality Administration
- Nanette Vega, Director for Diversity and Multicultural Affairs-Medical Campus

Dr. Keitz: The **Charge** of the Nursing Mothers Policy Advisory Group is to define parameters and standards in which the University of Miami will implement the policy. All nursing mothers need to be accommodated (faculty, staff, administrators, students-undergraduate, graduate, medical students, residents) on all University of Miami campuses and hospitals. Creating access is very important. This group will work on the overall plan.

Dr. Keitz: stated that the immediate needs of nursing mothers will be managed on an individual basis.

Nanette: The purpose of this meeting shall be to provide a framework and guidelines for the Miller School of Medicine. Coral Gables is also represented at meeting and we will work on an "overall plan."

1. Consider issues with policy implementation

2. Promote communication of policy university wide including all hospitals. Engage everyone in the discussion/actions.
3. Identify the needs of nursing mothers and the “pilot room (s)”
4. Identify lactation rooms that will serve as a model to support women balancing their work with their needs as mothers of young children.

Nanette provided the group with copies of the policy and research completed on the topic of lactation rooms which included the Duke University model. Best practices were discussed.

Point person for Gables campus will be Lisi Carreno, Director of Human Resources

Policy: The Fair Labor Standards Act was amended on March 23, 2010 when the Patient Protection and Affordable Care Act took effect, requires employers to provide reasonable break time for nursing mothers to express breast milk for up to one year following the child’s birth. The University of Miami, Break Time for Nursing Mothers Policy outlines guidance for compliance with the law, and prohibits discrimination and/or harassment of employees who exercise their right under this policy.

Lisi Carreno: stated that Human Resource sent the University of Miami, Break Time for Nursing Mothers Policy in December via email to the UM community. To date one Coral Gables staff member has requested accommodations. HR at Gables will be keeping track of request via the accommodation request form submitted on line.

Dr. Mechaber: stated that we need to be inclusive. She inquired how policy impacts residents and hospital employees. Also inquired if hospitals currently had any systems in place for nursing mothers? Also need to pay special attention to nursing RN/CRN’s. **Action Item:** Need to follow up with hospitals regarding policy implementation. Has any action been taken? If not how can they be a part of the discussion?

Nanette Vega: Medical Education currently has a locked room for medical students who are nursing. The room is located on the 2nd floor of Rosenstiel Science Medical Building in the Student Activities area. Dr. Mechaber stated that currently three students use the space. Also a space has been identified in the Dean’s Office area. The room is located on the 1st floor of RSMB. Space has a desk, chair, and outlet.

Lisa Babbs stated that a room has been identified in the Clinical Research Building as well but not an ideal space.

Dick Iacino: stated that this initiative is very important to Dean Goldschmidt. He also asked the group if it was ok for the Dept of Communication to document the work of this group. All were in agreement that it was ok. **Action Item:** Nanette to include Chris Morris, VP of Communications in future meetings/communications with the group.

The group was provided a map of the medical campus. With the assistance of Lisa Babbs possible areas of space were identified. **Action Item:** Lisa Babbs will identify spaces on med

campus with the highest occupancy. Lisi Carreno suggested involved Andrew Williams because he is in charge of space for entire university.

Errol Douglas: stated that he has been in contact with South Florida Hospital Health Care Association. He stated that they received a grant that could possibly assist us with financing the needs of the rooms and other related items. **Action Item:** Errol will email Nanette contact information and documents. **Action Item:** Nanette will follow up with SFHCA contact and report back to the group about the opportunity.

Group engaged in discussion regarding what the ideal room should include:

Lisa Babbs: stated to meet ADA requirements room has be to 7x7

- Comfortable chair
- Nice lighting
- Decent Paint job
- Surface conducive to pumping 60-80 sq ft
- Electrical outlet
- Extension cord
- Locked room
- Sign
- Phone
- Sink in room or near by
- Garbage bin
- Sanitary wipes
- Cleaning service to maintain cleanliness of room
- Create a reservation system

Lisa Babbs suggested that we use a TESA door lock for safety reasons. It's a liability when doors only lock from the inside. She also suggested installation of changing stations in restrooms.

Group agreed to meet regularly up to 2x a month. Wednesdays at 2pm seemed to work for everyone.

Action Item: Nanette to send out outlook meeting request for Feb/March 2011.

Meeting adjourned at 3:00pm

Meeting summary submitted by Nanette Vega