

**Healthy Workplaces,
Healthy Families:**

**Workplace Policies that Prioritize
Maternal and Child Health**

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Moderator



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Program Director and Senior Staff Attorney
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Agenda



- The Research**
- Local Policy Efforts**
- National Campaigns**
- Q and A**

Speakers



Dr. Erika Sabbath
Assistant Professor
Boston College
School of Social Work



Dr. Curtis Chan
Medical Director of Maternal, Child &
Adolescent Health & Deputy Health Officer
San Francisco Department of Public Health

Speakers



Sharon Terman, Senior Staff Attorney
Director of Work and Family Program
Legal Aid Society-Employment Law Center



Sili Recio
Organizer
Moms Rising

Our Mission




Healthy communities for all
through better laws & policies



ChangeLabSolutions

Question: Are you already working on healthy workplace policies?



If so, tell us about your work.

How do work-family policies and practices shape health? Evidence from the US and beyond

Erika L. Sabbath, ScD
Assistant Professor
Boston College School of Social Work

Changing work-family landscape in US

Share of Mothers who are in the Labor Force, 1975-2008

Year	With children younger than 18 (%)	With children younger than 3 (%)
1975	47	34
1980	55	40
1990	62	48
2000	68	55
2008	71	60

Source: U.S. Department of Labor, U.S. Bureau of Labor Statistics; Women in the Labor Force: A Database (2011 Edition) September 2009, Report 1078 (Current Population Survey 6803)

Share of Births to Unmarried Women

Year	Share (%)
1960	5
1970	10
1980	18
1990	28
2000	38
2008	41

Note: 2008 data are preliminary.
Source: For data from 1990 and later, statistics calculated using National Center for Health Statistics' data. For year prior to 1990, data obtained from Stephanie J. Ventura and Christine E. Bachrach, Nonmarital childbearing in the United States, 1940-1990, National Vital Statistics Reports, vol. 48 no. 16, Hyattsville, Maryland: National Center for Health Statistics.

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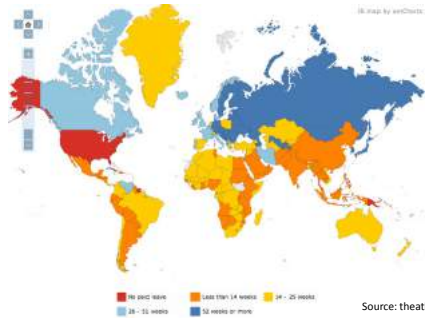
Parents' work-family practices can affect their kids, too

- After a worksite intervention to improve managers' work-family practices...
 - Children slept better, more deeply, and more consistently
 - Parents spent an average of 39 minutes longer per day interacting with their children than parents who did not receive the intervention



Source: Davis et al., 2016; McHale et al., 2016

Paid maternity leave benefits around the world: Who is the outlier?



Source: theatlantic.com

Family-friendly policies pay dividends for years

- Determined length of statutory paid leave at birth of first child in 13 European countries
- Longer leave=less depression 30+ years later
- The US could not be included in this analysis—why?



Source: Avendano et al, 2015

Occasional flexibility: Mismatch between employee wishes and workplace practices

"How important is it for you to be able to take a few hours off during regularly scheduled work hours for personal reasons?"

Response	Employees (%)	Managers (%)
Not important	2	1
Somewhat important	38	22
Moderately important	44	33
Very important	16	44

"Over the past two months, how many times did you take a few hours off to accommodate personal needs?"

Reason	Employees (%)	Managers (%)
No reason	32	12
1-2 times	42	38
3-4 times	14	17
5-6 times	4	4
7-8 times	2	2
9+ times	2	2

Source: Sloan Center on Aging and Work, Boston College

Now that we've diagnosed the problem....what can we do about it?

- So far: Policies focus on flexible scheduling, job-sharing, parental leave, others
- Results mixed: policy availability ≠ policy uptake
- Fear of unspoken penalties for taking advantage of flexibility/leave
- Disparities in who takes advantage of policies
- New recognition: changing *policies* less important than changing *organizational cultures* around work-family life

HEALTHY MOTHERS WORKPLACE COALITION
In San Francisco

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Nonprofit organizations, government agencies, and employers collaborating to improve the working conditions and health of new parents and their families in San Francisco.

www.healthymothersworkplace.org

Healthy Mothers Workplace: Spectrum of "Mutually Reinforcing Activities" (2011-16)
to improve work conditions that impact maternal & infant health in SF

Influencing Policy and Legislation	<p>Paid Parental Leave Ordinance, 2016</p> <p>Family Friendly Workplace Ordinance, 2013</p>
Changing Organizational Practices	<p>Workplaces:</p> <p>Healthy Mothers Workplace Award Program (Parental Leave, Lactation Accommodation, Work-Family Balance) in SF & Santa Clara Counties</p> <p>Healthcare:</p> <p>Prenatal Screening & Information on Work Issues</p> <p>Medical-Legal Partnership (referral & co-location)</p>
Fostering Coalitions and Networks	<p>Healthy Mothers Workplace Coalition</p> <ul style="list-style-type: none"> Workplace Policies Healthcare Systems
Educating Providers	<p>Healthcare QI Training: Perinatal Providers (Medicaid)</p>
Promoting Community Education	<p>Employers:</p> <p>Healthy Mothers Workplace Toolkit, Workshops, Assessment, Award</p> <p>Workers:</p> <p>Fact Sheet: Pregnancy + My Job</p> <p>Fact Sheet: Caregiving + My Job</p>
Strengthening Individual Knowledge and Skills	<p>Indirectly (from above activities)</p>

Parental Leave during Pregnancy and Postpartum Period Impacts Critical Health Disparities in San Francisco

Pregnancies and Birth Outcomes	Maternal Health	Infant & Child Health
From pregnancy leave	Physical health of women ↑	Breastfeeding ↑
Preeclampsia ↓	Mental health of women ↑	Immunizations ↑
Preterm birth ↓	↓ Depression rates	Infant mortality ↓
Low-birth rate ↓	↓ Parenting stress	Maternal – Infant Interactions ↑
	↓ Maternal anxiety	Child behavioral problems ↓
		Child cognitive test scores ↑
		Child reading and math scores ↑

	"Public" Insurance	"Private" Insurance	Total SF
# of Births to SF residents (does include "other")	2396	6431	9102
Pregnancy Work Conditions			
% worked during pregnancy	51 %	86 %	76 %
% who worked during month of delivery	42 %	62 %	58 %
Social Conditions			
Woman or partner lost job	29.5 %	9.3 %	15 %
Had no practical or emotional support	9.2 %	3.1 %	5.6 %
Missed postpartum medical visit	18.3 %	3.8 %	9.0 %
Health Outcomes			
Prior Low Birth Weight or Preterm	11.5 %	3.5 %	6.2 %
Postpartum Depressive Symptoms	24.9 %	6.1 %	11.7 %

Data from: SFDPH & CCHP: Data from Birth Mother Files, 2011; CCHP & UCSF: Data from MNK Survey, 2011 – 2012

Healthy Mothers Workplace

- Initiated by county health department with breastfeeding promotion coalition, Dept on Status of Women, others in 2011.
- Funded \$25k/yr by CDC (2011-14)
- Community Transformation Grant
- Backbone Organization: Legal Aid Society-Employment Law Center

The Surgeon General's Call to Action to Support Breastfeeding
2011




Table 1. Excess Health Risks Associated with Not Breastfeeding

Outcome	Excess Risk* (%)
<i>Among full-term infants</i>	
Acute ear infection (otitis media) ^a	100
Eczema (atopic dermatitis) ^b	47
Diarrhea and vomiting (gastrointestinal infection) ^c	178
Hospitalization for lower respiratory tract diseases in the first year ^d	257
Asthma, with family history ^e	67
Asthma, no family history ^e	35
Childhood obesity ^f	31
Type 2 diabetes mellitus ^g	64
Acute lymphocytic leukemia ^h	23
Leukemia ⁱ	18
Leukemia (leukemoid reaction) ^j	56

Actions for Employment:

13. Work toward establishing paid maternity leave for all employed mothers.
14. Ensure that employers establish and maintain comprehensive, high-quality lactation support programs for their employees.
15. Expand the use of programs in the workplace that allow lactating mothers to have direct access to their babies.

THE OVERLOOKED CONNECTION BETWEEN SOCIAL NEEDS AND GOOD HEALTH
Robert Wood Johnson Foundation

The Raising of America. 2015

Health Impact of Workplace Conditions on Young Children & Families



From the producers of Unleashed Choices

THE RAISING OF AMERICA
EARLY CHILDHOOD AND THE FUTURE OF OUR NATION



How Do Workplace Conditions Affect Young Children?
As part of the Legal Aid Society-Employment Law Center's Elizabeth J. Cochran 2015 Suzanne Brown Bag Lectures in Public Interest Law, set as in July 2nd for a lunchtime screening of THE RAISING OF AMERICA. This documentary film explores how a strong case for all kids can lead to healthier and more equitable America. After the screening Executive Producer Larry Madansky, co-writer a public policy advocate and public health official, will lead a discussion of policy solutions that can reduce inequalities and improve conditions for low-income working families with young children.

Larry Madansky, Executive Producer of The Raising of America: Unleashed Choices is proudly Making Us Smart™ and H2O™ - The Power of Knowledge
Dr. Curtis Olsen, Medical Director, Pediatric Child and Adolescent Health, San Francisco Department of Public Health
www.coosdhsa.org Director, California Work and Family Center

Tuesday, June 2nd from noon to 2:30 p.m. | 180 Montgomery Street, Suite 600, San Francisco CA 94104
For ticketing information, contact the Legal Aid Society-Employment Law Center at California Public Interest Program and the screening approval for CHS for H2O™ work.

Short-Term Outcomes of Healthy Mothers Workplace Award Program:

- 3 years of increasing participation, diversity, reach, policies, & attention.
 - Also adopted by Santa Clara County.
- In 2015, **33** employers recognized, affecting **32,000+** employees
 - **75** awards given since 2013.
 - **3** employers improved policies to move up a level from 2014-15.
- Selected as “Top 10 Innovation” for SF at 2015 US Conference of Mayors.
- Education, Technical Assistance & Sample Policies for Employers.

Overall HMWP Award Levels	Overall		
	2013	2014	2015
Gold	2	3	5
Silver	1	11	11
Bronze	15	10	17
TOTAL	18	24	33

Empowering Healthcare System Change:

Clinical Health Education & Community Referrals

<https://las-elc.org/work-family-program>
Legal Aid Society - Employment Law Center

Work & Family Medical Legal Partnership



Legal Aid Society Employment Law Center

Work & Family Medical-Legal Partnership

Before MLP, most providers lacked knowledge and resources to address employment-related concerns of pregnant women.

MLP trainings led to:

- ↑ provider knowledge about employment rights of pregnant women
- ↑ capacity to address employment-related issues
- ↑ provider attention to employment-concerns
- ↑ referrals to legal services



Policy Impact in San Francisco

Family Friendly Workplace Ordinance (2013)

Paid Parental Leave Ordinance (2016)



DPH testimony on health impact

San Francisco Approves Fully Paid Parental Leave



Informing State and Federal Policy



STATE VICTORIES

- Expanded Definition of Family in Paid Family Leave (2013)
- Healthy Babies Act (2014) – expanded CalWORKs benefits to more pregnant women
- Family Engagement Act (2015) – time off for child care emergencies
- Paid Sick Days (2015)
- Extended State Disability Insurance for intermittent conditions (2015)
- Increased Wage Replacement for Paid Family Leave (2016)

FEDERAL PROPOSALS

- The Family and Medical Leave Insurance Act (FAMILY Act)
- Healthy Families Act
- Pregnant Workers Fairness Act
- Schedules that Work Act
- FMLA Expansion





MomsRising is an online and on-the-ground multicultural organization working to increase family health and economic security.

First, a handful of women came together, and then that handful became hundreds, the hundreds became thousands, and through friends telling friends, MomsRising is now more than a million members strong and growing!

Who We Are...

What We Do...

We take on the most critical issues facing women, mothers, and families by educating the public and mobilizing massive grassroots actions to:

- Bring the voices and real world experiences of women and mothers straight to our local, state, and nation's leaders.
- Amplify women's voices and policy issues in the national dialogue & in the media across all platforms (from print, to radio, to blogs, social media, and more).
- Accelerate grassroots impact on Capitol Hill and at state capitols across the country.
- Hold corporations accountable for fair treatment of women and mothers & for ensuring the safety of their products.

Workplace Justice Campaigns

Stand with Peggy:



- When Peggy, a UPS driver for 10 years, found out she was pregnant, her doctor recommended that she avoid lifting more than 20 pounds. But UPS refused her request for "light duty" — even though the company provided accommodations to people with disabilities, on-the-job injuries, and even to people who had lost their drivers' licenses as a result of DUI convictions. Instead, she was pushed onto unpaid leave for the duration of her pregnancy and lost her UPS-provided health benefits when she needed them most.
- When her case was heard before the Supreme Court, MomsRising collected over 30,000 signatures and messages of support to deliver to Peggy to let her know that we had her back. We also asked our members nationwide to take a selfie with "I #StandWithPeggy and Pregnant Workers" signs in order to create buzz online about the Supreme Court rally. (<http://www.momsrising.org/blog/take-a-selfie-to-stand-with-peggy-young>)
- No mother should ever have to choose between her job and the health of her pregnancy, but too many women still face this impossible choice today. Women of color and immigrant women, who are overrepresented in physically demanding jobs, are especially impacted by employers refusing to accommodate pregnant workers with medical needs.
- As you can imagine, this discrimination has dire consequences for a family's economic security because it leaves pregnant workers without a paycheck at the moment they need it most.



Workplace Justice Campaigns

Pregnancy & Breastfeeding In the Workplace:

- Held a webinar and a Blab Q&A in May around the topic of pregnancy & breastfeeding with ACLU and A Better Balance
- Followed up the webinar with a call to action in June: It's time to give Congress a summer reading assignment!
- Email with instructions and a link to our booklet around stories that tied paid family leave and breastfeeding.
- Result: Almost 900 people signed up to deliver the booklets to their local member of Congress in the summer months.




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Thank you!



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