

Resources available to  
Rutgers residents:

Lactation rooms are  
available at every site.  
Please see list below:



## Contact Us

Office  
Rutgers NJMS Graduate  
Medical Education

Phone  
973-972-6049

Website  
[njms.rutgers.edu/education/gme](http://njms.rutgers.edu/education/gme)

Rutgers NJMS Graduate  
Medical Education

# Breastfeeding During Residency

# Breastfeeding Facts

## As a Rutgers Resident...

Rutgers NJMS is happy to provide accommodations for pregnancy, childbirth, and related medical conditions

## What if I am pregnant?

We support you in taking the time that you need, such as bathroom breaks, water breaks, rest breaks, assistance with manual labor, modified work schedules, and temporary transfer.

## What if I am breastfeeding?

Rutgers provides time and several private locations to express breast milk.



## Lactation Room Resident Resources

### What's in the room?

Each breastfeeding room provides a comfortable, secure place to sit and relax with a privacy screen, a fridge or storage, and some have lockers to store breast pumps.

## What can Rutgers NJMS GME do for you?

A letter to provide to clinical supervisors explaining that you need accommodations for breast feeding.

Lactation champions: We have organized a team of champions, both residents and attendings, who have previously gone through breastfeeding at work to help you through this transition.

Lactation consultants: A list of lactation consultants is available to residents if needed.



New Jersey Medical School

Office of Graduate Medical Education

April 1, 2022

### **Lactation Champions Available to Breastfeeding Residents**

Returning to work while breastfeeding can be a major challenge and a major source of stress! Thankfully, there is a diverse and vibrant group of physicians at NJMS that have experienced breastfeeding or pumping during training, and they are here to help you navigate any barriers that you may face. They have a wealth of valuable advice and insight to provide!

All of our physician champions have specifically asked that their contact information be provided to you! They are available to discuss any of the unique challenges that physician parents face – lactation issues, especially in the workplace, or managing work-life balance as a new parent, etc. Most delivered children during residency or fellowship, so they can absolutely empathize with what you are experiencing! No topic is off limits, and this experienced crew is here to help you!

#### **FACULTY:**

Kathleen Beebe (Orthopaedic Surgery) – [beebeka@njms.rutgers.edu](mailto:beebeka@njms.rutgers.edu)

Damali Campbell (Obstetrics & Gynecology) – [campbedm@njms.rutgers.edu](mailto:campbedm@njms.rutgers.edu)

Diana Finkel (Infectious Diseases) – [finkeldi@njms.rutgers.edu](mailto:finkeldi@njms.rutgers.edu)

Rebecca Goett (Emergency Medicine) – [rg739@njms.rutgers.edu](mailto:rg739@njms.rutgers.edu)

Sharon Gonzales (Interventional Radiology) – [gonzalsh@njms.rutgers.edu](mailto:gonzalsh@njms.rutgers.edu)

Emily Gordon (Internal Medicine & Addiction Medicine) – [gordonea@njms.rutgers.edu](mailto:gordonea@njms.rutgers.edu)

Charlota Jurcik (Anesthesiology) – [cj397@njms.rutgers.edu](mailto:cj397@njms.rutgers.edu)

Anastasia Kunac (Surgery)\* – [Anastasia.Kunac@va.gov](mailto:Anastasia.Kunac@va.gov)

Ame Patrawalla (Pulmonary & Critical Care Medicine) – [patrawam@njms.rutgers.edu](mailto:patrawam@njms.rutgers.edu)

Natalie Sous (Medicine/Pediatrics) – [nas175@newark.rutgers.edu](mailto:nas175@newark.rutgers.edu)

Pauline Thomas (Preventive Medicine) – [thomasp1@njms.rutgers.edu](mailto:thomasp1@njms.rutgers.edu)

Cornelia Wenokor (Diagnostic Radiology) – [wenekoco@njms.rutgers.edu](mailto:wenekoco@njms.rutgers.edu)

**CURRENT RESIDENTS:**

Alexandria Cooper (Emergency Medicine) – [alexandria.cooper@rutgers.edu](mailto:alexandria.cooper@rutgers.edu)

Guergana Panayotova (Surgery) – [gp353@njms.rutgers.edu](mailto:gp353@njms.rutgers.edu)

\*Dr. Kunac is based at the VA in East Orange, and is happy to help any/all residents with any site-specific issues that may arise at the VA

**Please don't hesitate to reach out to Dr. Neil Kothari, Associate Dean for Graduate Medical Education, if you have any questions or concerns. Thank you!**

## **Return-to-Work Lactation Resources:**

Rutgers New Jersey Medical School wants to ensure support and worksite assistance for nursing mothers to make their return to work a smooth transition. To assist with back-to-work milk expression, please consider the following resources:

### **Lactation Consultants**

Meet with a lactation consultant to discuss optimal strategies for pumping and maintaining breast milk supply. Lactation consultant visits are generally covered by health insurance, though a referral may be required.

(1) University Hospital's lactation consultant:

University Hospital  
Mackieba Reyes, LPN, IBCLC  
F-Green / Mother-Baby Unit  
O: 973-972-6868  
C: 973-294-1629  
E: [reyesma3@uhnj.org](mailto:reyesma3@uhnj.org)

(2) You may also find a lactation consultant through your insurance company website

(3) Additional resources: United States Lactation Consultant Association Lactation Consultant Directory <https://uslca.org/resources/find-an-ibclc/>

### **Breast Pumps**

It is a good idea to order your breast pump in advance of your due date.

Most insurance companies cover a single-user double electric breast pump without a prescription, but please check with your provider.

Horizon Blue currently works with the following vendors:

- Medela <https://www.medela.us/breastfeeding/insurance-breast-pump>
- Acelleron <https://acelleron.com.breast-pumps>
- Aeroflow <https://aeroflowbreastpumps.com>

### **Support Groups**

(1) La Leche League International: <https://www.llli.org/>

- (2) Facebook Dr. Milk Group, reach out for invite to join
- Emily Gordon [gordonea@njms.rutgers.edu](mailto:gordonea@njms.rutgers.edu) OR
  - Guergana Panayotova [gp353@njms.rutgers.edu](mailto:gp353@njms.rutgers.edu)



April 1, 2022

## **Memo Regarding Accommodations for Breastfeeding Residents**

### **BACKGROUND:**

The purpose of this document is to provide guidelines regarding accommodations, support, and rights of lactating individuals. The intent of this communication is to formalize workplace provisions for lactating individuals to increase their success in achieving their lactation goals, and to improve workplace satisfaction. This statement covers accommodations for providing dedicated time, identifying locations a lactating individual to express milk, as well as issues around milk storage. The guidelines outlined below extend the mandates of the Affordable Care Act, which mandates that employers provide lactating individual with a reasonable break time and a private non-bathroom space to express milk.

### **GUIDELINES:**

#### **A. Dedicated time to express milk**

1. Our institution supports a lactating individual's need to take time to express milk while at work as the individual feels the need to do so. The frequency of an individual's need to express milk will vary based on the individual and the age of the infant.
2. At the request of the individual, a 20-minute block for milk expression may be scheduled out of each four-hour block of work time. When determining a suitable time to express breast milk, the trainee will make a good faith effort to ensure patient safety and minimize impacts on her education and on her teammates.
3. If additional time is required for milk expression during scheduled time, a request may be made to the Division Director, Program Director or designated employee supervisor to discuss additional reserved time.

#### **B. Dedicated place to express milk**

1. The Department will work with the lactating individual to determine a clean, private, non-bathroom setting near the work location to express milk.
2. Such rooms include designated lactation rooms in our affiliate hospitals. Other rooms that may be used at the mother's choosing and if satisfactory to supervisors include empty patient exam rooms that are not needed for patient care, on-call rooms, and offices.
  - a. Rooms must have doors that lock from the inside as well as window coverings for privacy. There must be a chair, a table, and an electrical outlet. A non-bathroom sink (i.e., sink in a break room or at a kitchenette) and refrigerator

must be available for use although these do not have to be in the lactation room itself.

3. If a mother is comfortable expressing her milk while covered in a team room or conference rooms, she should be supported in doing so, so as not to miss out on educational or patient care activities. However, she should not be required to do so.

### **C. Human milk storage**

1. In line with the Occupational Safety and Health Administration guidelines, human milk is not classified as a biohazard. Rather, human milk is considered a food product.
2. Breastfeeding house staff are authorized to store their expressed milk in refrigerators used by staff for food and beverage storage. This does not include refrigerators that are used by patients and their families in nourishment rooms, or refrigerators used to store specimens, pharmaceuticals or blood products. Individuals may also choose to store their milk in their own personal coolers.
3. Individuals storing their expressed milk in common staff refrigerators are encouraged to label their bottles and coolers with their name and date.
4. Milk stored in a common refrigerator is at the same risk as any other food product, and the department cannot accept responsibility for milk that is damaged. Individuals may store their milk in common refrigerators at their own risk.

### **REFERENCES:**

1. United States Department of Labor. Break Time for Nursing Mothers. Wage and Hour Division <https://www.dol.gov/whd/nursingmothers/faqBTNM.htm> .
2. American Academy of Family Physicians. Breastfeeding and Lactation for Medical Trainees, updated 2019; <https://www.aafp.org/about/policies/all/breastfeeding-lactation-medical-trainees.html> .
3. United States Department of Labor. Occupational Safety and Health Administration. Standard Interpretations. 1992; [https://www.osha.gov/pls/oshaweb/owadisp.show\\_document?p\\_table=INTERPRETATIONS&p\\_id=20952](https://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=20952).
4. United States Department of Health and Human Services. Handling Expressed Milk. Breastfeeding 2014; <https://www.womenshealth.gov/breastfeeding/employer-solutions/common-solutions/milk-handling.html>.

**Please don't hesitate to reach out to Dr. Neil Kothari, Associate Dean for Graduate Medical Education, if you have any questions or concerns. Thank you for supporting the rights of our lactating trainees.**