

Kindly share this newsletter with families,
service providers and community members.
Please contact us to suggest
news items or articles.

Mohawk Valley Perinatal Network at The Neighborhood Center, Inc.

3 Parkside Court and 800 Charlotte Street • Utica NY 13501
Phone: 315.732.4657 Fax: 315.732.5640
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PREGNANCY AND BREASTFEEDING : WORKPLACE RIGHTS

ARE YOU PREGNANT OR BREASTFEEDING? KNOW YOUR RIGHTS IN NEW YORK STATE

https://www.ny.gov/sites/default/files/atoms/files/WorkplacePregnancyRights_EMPLOYEE_6.18_ENG.pdf

*Pregnancy discrimination in the workplace violates
Federal and New York State law*

WORKING WHILE PREGNANT

It is illegal for an employer to fire an employee because she is pregnant or may become pregnant—or to change the terms, conditions, and privileges of employment because of pregnancy, childbirth, or related conditions. It is also illegal for an employer to refuse to hire or to promote a candidate because she is pregnant or may become pregnant.

As of January 2016, New York State law explicitly guarantees pregnant workers the right to reasonable accommodations for any pregnancy-related conditions, including:

- occasional breaks to rest or drink water,
- a modified work schedule,
- leave for related medical needs,
- available light duty assignments, and
- transfers away from hazardous duty.

Your employer may not require you to take leave because you are pregnant. If you take medical leave due to a pregnancy-related condition or childbirth, your employer must hold your job for you as long as they do for employees who take medical leave for other reasons. You may have other return-to-work rights under the federal Family and Medical Leave Act, the NYS Disability Benefits Law, and the NYS Paid Family Leave Law.

WORKING WHILE BREASTFEEDING

Under NYS law, it is illegal for your employer to treat you differently because you are breastfeeding. Nursing mothers are guaranteed break time to pump breast milk at work.

• For up to three years following childbirth, you have the right to take reasonable unpaid break time or to use paid break time or meal time each day, so that you can express breast milk at work.

- Your employer must make reasonable efforts to provide a room or another location, in close proximity to your work area, where you can express breast milk in private.
- Your employer may not discriminate against you based on your decision to express breast milk at work.

TAKING PAID FAMILY LEAVE

In 2016, Governor Cuomo signed into law the nation's strongest and most comprehensive Paid Family Leave policy. Working families will no longer have to choose between caring for their loved ones and risking their economic security.

As of January 1, 2018, most employees who work in New York State for private employers are eligible to take Paid Family Leave. If you are a public employee, your employer may choose to offer Paid Family Leave.

New York's Paid Family Leave provides job-protected, paid time off so you can:

- bond with a newly born, adopted or fostered child;
- care for a close relative with serious health condition;
- assist loved ones when a family member is deployed abroad on active military service.

You can continue your health insurance while on leave and are guaranteed the same or a comparable job after your leave ends. If you contribute to the cost of your health insurance, you must continue to pay your portion of the premium cost while on Paid Family Leave.

Your employer cannot discriminate or retaliate against you for requesting or taking Paid Family Leave or pregnancy and childbirth-related short-term disability.

For more information, see ny.gov/pregnancyrights or text PREGNANT to 81336.

*If you believe that you have been discriminated
because of your pregnancy,
or denied reasonable accommodation for a medical
condition related to pregnancy or childbirth,
you can file a complaint with the
New York State Division of Human Rights:
www.dhr.ny.gov
or 1-888-392-3644*

Breastfeeding, Health, and Human Rights

**UNITED NATIONS
OFFICE OF THE HIGH COMMISSIONER - HUMAN RIGHTS**

SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

<https://www.ohchr.org/en/women/information-series-sexual-and-reproductive-health-and-rights>

Women's sexual and reproductive health is related to multiple human rights, including the right to life, the right to be free from torture, the right to health, the right to privacy, the right to education, and the prohibition of discrimination. The Committee on Economic, Social and Cultural Rights (CESCR) and the Committee on the Elimination of Discrimination against Women (CEDAW) have both indicated that women's right to health includes their sexual and reproductive health.

This means that States have obligations to respect, protect and fulfill rights related to women's sexual and reproductive health. The Special Rapporteur on the right to health maintains that women are entitled to reproductive health care services, and goods and facilities that are:

- available in adequate numbers;
- accessible physically and economically;
- accessible without discrimination; and of good quality.

Examples of violations

Despite these obligations, violations of women's sexual and reproductive health and rights are frequent...including:

- denial of access to services that only women require;
- poor quality services;
- subjecting women's access to services to third party authorization;
- forced sterilization, forced virginity examinations, and forced abortion, without women's prior consent;
- female genital mutilation (FGM); and early marriage.

Causes and consequences of sexual and reproductive health violations

Violations of women's sexual and reproductive health and rights are often due to deeply engrained beliefs and societal values pertaining to women's sexuality. Patriarchal concepts of women's roles within the family mean that women are often valued based on their ability to reproduce.

Early marriage and pregnancy, or repeated pregnancies spaced too closely together - often as the result of efforts to produce male offspring because of the preference for sons - has a devastating impact on women's health with sometimes fatal consequences. Women are also often blamed for infertility, suffering ostracism and being subjected to various human rights violations as a result.

Relevant human rights standards [excerpts]

* CEDAW guarantees women equal rights in deciding "freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights."

* CEDAW also specifies that women's right to education includes "access to specific educational information to help to ensure the health and well-being of families, including information/advice on family planning." www.ohchr.org



<https://cheerequity.org/>

CHEER has its roots in The Breastfeeding Center at Boston Medical Center, under the Department of General Pediatrics. CHEER has become one of the leading maternity care research, teaching, and advocacy centers in the United States.

CHEER works to bring about health equity by collaborating with community based partners and providing technical assistance, training, evaluation, and inspiration. CHEER focuses on underserved populations, with a particular emphasis on maternal-child health and nutrition, including publications and position papers on:

- Infant and Young Child Feeding in Emergencies: International Lactation Consultants Association
- Infant Feeding in Disasters and Emergencies: American Academy of Pediatrics
- Feeding Practices Among Internally Displaced Persons During Conflict in Eastern Ukraine
- Considerations for Feeding Infants and Young Children in Refugee and Migrant Transit Settings in Europe
- Counseling Women to Improve Breastfeeding Practices
- Breastfeeding and Baby-Friendly Resources
- Breastfeeding in [various] Scriptures
- Work Place Breastfeeding Support
- Statements on the Infant Formula Shortage

Documents are downloadable at:

<https://cheerequity.org/resources/iycf-e-resources/>

Maternal-Child Health studies described on the CHEER website currently include:

- Qualitative assessment of mothers' perspectives on hospital and community breastfeeding support in Mississippi. *Journal of Neonatal Nursing*. <https://doi.org/10.1016/j.jnn.2022.02.004>
- Successful breastfeeding among women with intention to breastfeed: From physiology to socio-cultural factors. *Early Human Development*, 164,105518. <https://doi.org/10.1016/j.earlhumdev.2021.105518>
- The Relationship of Race and Ethnicity to the Perception of Visual Images of Breastfeeding Mothers. *Breastfeeding Medicine*. <https://doi.org/10.1089/bfm.2021.0296>

The CHEER Newsletter

- emailed weekly to subscribers -

is a medium for sharing information, resources and activities in a simple, digestible and usable format to institutional and community partners.

Parenting Resources



The graphic features a collage of parenting resources including a 'baby' magazine, a 'Family Guide to NYS Early Childhood Services', a 'What to Do When Your Child Gets Sick' booklet, and a 'Let's Talk Babies' speech bubble. It also includes a shopping bag icon and a 'NYS B5' logo.

NYS Baby Bundle

Contact: CORNELL COOPERATIVE EXTENSION
Lindsey Behr lab369@cornell.edu
315-736-3394 x119

- Here is what is included in the bag!
 - *What to Do When Your Child Gets Sick*
 - Can Your Baby Hear You?
 - Safe Sleep
 - NYS Parent Portal
 - Family Guide to NYS Early Childhood Services- Prenatal through Age 5
 - Talking is Teaching
 - Board books for babies
 - Local Resources

For more information please visit:
<https://www.ccf.ny.gov/council-initiatives/nysb5/other-information-2/>

NEW YORK STATE OF EDUCATION Council on Children and Families
Supporting your Member's Well-Being from the N.Y.S. Department of Health and Mental Services, Administration for Children and Families.



mvbreastfeedingnetwork.com/

A local non-profit organization devoted to:

- * Promoting, encouraging, educating families and health care professionals about the importance of breastfeeding.
- * Providing information and training to improve the health of women, children, and families.
- Hosting **BREASTFEEDING CAFÉS** for parents to support each other, socialize and receive clinical support.

MVBN business meetings are open to new members who wish to promote breast-feeding in our community.

Find us on Facebook:

- MVBN Mohawk Valley Breastfeeding Network
- Susie's Breastfeeding Café

Or contact our local partners:

- Mohawk Valley Lactation **315-497-7080**
- MVPN at The Neighborhood Center **315-368-7446**

New York State Parent Portal

<https://www.nysparenting.org/>

Child Care, After School, and Parent Support (Home Visiting) Programs Locator *Find Child Care and Parent Support Programs Near You*

- ◆ This website provides information on child care, after school, and parent support (home visiting) programs in one easy-to-access location. Also, information on child care and after school oversight agencies.

Parent Guide

Starting Life Together

- ◆ This is your Guide, the story of the first five years of your parenting journey. Whether you are the mother or father (through birth, adoption, or foster care), a grandparent, partner, family friend, aunt or uncle with parenting responsibilities, what you say and do in your role as a parent matters.

Multiple Systems Navigator

Learn to Easily Navigate Multiple Human Service Systems

- ◆ Access health, education, human service and disability information on one user-friendly website. Built for youth, parents, family members and caregivers that rely on supports from child and family-serving systems.

Every Student Present

Ways to Help Your Child Attend School Every Day

- ◆ Learn how to boost your child's confidence, keep your child on track with school work, protect your child from bullies and keep your child healthy.

COVID Resources for Parents & Caregivers of Young Children

- ◆ Locate support for families during the Coronavirus pandemic.



3 Parkside Court
 Building 2
 Utica, NY 13501

Our Mission
To improve birth outcomes and perinatal, child and family health; and to facilitate community collaborations and advocacy

The Neighborhood Center, Inc.

Executive Director *Sandra Soroka*
Assistant Executive Director *Kellie Kohler*
Division Director *Patrice VanNortwick*
MV Perinatal Network -
Managing Director *Colleen Cavallo*
Perinatal Education Specialist *Ana Solano*
Community Health Workers (CHW) -
Program Director/Supervisor *Michelle Firlit*
Community Health Workers
Elizabeth Angle, Angela Colon, Shirley Farnsworth, Lul Mohamed
Health Insurance Navigators -
Program Coordinator *Lynne Gates*
Navigators *Cheryl Burmaster, Beth Dupres, Yolanda Henry, Gerda Mortelette, Connie Williams*

**NY State of Health
 NAVIGATOR PROGRAM**

NYS Health Insurance Navigators
 help individuals, families and small businesses find the right plans for their needs.

Services are free, private and conveniently located.

Language interpretation can be arranged.

- * In-person appointments are held at 3 Parkside Court, Utica and other sites in Oneida & Madison Counties.
- * Telephone appointments are available.

315.732.4657 or 1.877.267.6193

COMMUNITY HEALTH WORKER PROGRAM
Outreach and Home Visiting in Oneida and Herkimer Counties

Community Health Workers help women of childbearing age to improve their health and the health of their families. CHWs work with women before having babies, during pregnancy, postpartum, or between pregnancies. They educate, refer to services, and follow up to support health and wellness, including help with:

*health insurance • doctors • dentists • baby needs • family planning • nutrition/food resources
 counseling • prenatal planning • breastfeeding support • safe infant sleep education
 dental health education • quitting smoking • postpartum support • parenting resources • and more*

315.737.3474 (Herkimer County) or 315.570.0229 (Oneida County)
www.neighborhoodctr.org/services/child-care-family-services/community-health-worker-services
Funded by the NYS Department of Health: Perinatal and Infant Community Health Collaboratives

PERINATAL OUTREACH AND EDUCATION
Meetings and Community Collaborations:

- ◆ Healthy Babies Consortium
- ◆ Infant Safe Sleep Coalition

Trainings for Providers and Consumers:
 Infant Safe Sleep • Shaken Baby Syndrome • Cavity-Free Kids
 Healthy Babies Are Worth the Wait • Perinatal Mood and Anxiety Disorders
 Breastfeeding Essentials for Providers • Breastfeeding Workshop for Families

Perinatal Education Specialist: 315.368.7446
Funded by the NYS Department of Health

INFANT SAFE SLEEP - CRIBS

Expectant and new families may be eligible to receive a Pack'n Play for their infant, if they lack the means to obtain a crib or bassinette.

The crib program requires an application form and an in-person visit for instructions and information on Infant Safe Sleep.

315.368.7446
 or
315.801.5010

