



San Francisco Department of Public Health

Barbara A. Garcia, MPA
Director of Health

City and County of San Francisco
Edwin M. Lee
Mayor

San Francisco celebrates two new family-friendly work policies and 43 employers with its “Healthy Mothers Workplace Award”

New family-friendly work policies strengthen City’s commitment



- WHAT:** Healthy Mothers Workplace Celebration and Awards Ceremony recognizes governmental and community efforts to promote the health of parents and their babies. Forty-three employers earn “Healthy Mothers Workplace Awards” in 2016.
- WHO:** Media availability with company representatives and:
- **Emily Murase**, PhD, Executive Director, San Francisco Department on the Status of Women
 - **Betsy Thompson**, MD, DrPH, Regional Health Administrator, U.S. Department of Health & Human Services
 - **Supervisor Scott Wiener**
 - **Supervisor Katy Tang**
 - **Supervisor Malia Cohen**
 - **Nancy Milliken**, MD, Director, National Center of Excellence in Women’s Health, UC San Francisco.
 - **Sharon Terman**, JD, Senior Staff Attorney, Legal Aid Society – Employment Law Center; Director, Work & Family Program
 - **Curtis Chan**, MD, MPH, Medical Director of Maternal, Child & Adolescent Health, Deputy Health Officer, San Francisco Department of Public Health
- WHEN:** **Tuesday, September 27, 2016, 9-11 am**
- WHERE:** 90 7th Street, Joint Auditorium of the Federal Building, San Francisco, CA
- CONTACT:** Jenna Gerry. Attorney Healthy Mothers Workplace Coalition Director, (415) 864-8848 x237
Curtis Chan, MD, MPH. Medical Director of Maternal, Child & Adolescent Health. (415) 575-5672

On September 27th at the Federal Building in San Francisco, 43 employers will be honored with “Healthy Mothers Workplace Award of Excellence” for their policies that support parental leave, lactation accommodation and work-family balance. Data from the workplace assessments are utilized by employers to create their own family-friendly policies, and help the Healthy Mothers Workplace Coalition provide valuable information to employers, policy-makers, and workers.

The Coalition will also celebrate the passage of two local policies it supported: the Paid Parental Leave Ordinance signed by Mayor Ed Lee in April and the Lactation in the Workplace policy signed in July; together, these policies support new families by guaranteeing paid parental leave up to six weeks and ensuring access to breastfeeding by providing dedicated spaces at work. The Healthy Mothers Workplace Coalition includes representatives from the Legal Aid Society – Employment Law Center, SF Breastfeeding Promotion Coalition, SF Department of Public Health, SF Department on the Status of Women, UCSF, US Department of Health & Human Services Office on Women’s Health, and others.

“As the presidential candidates present dueling family leave policies, we applaud employers here in San Francisco who are doing something today to improve the lives of their employees by supporting family bonding and early childhood health,” said Curtis Chan, MD, MPH, Medical Director of Maternal, Child & Adolescent Health for San Francisco Department of Public Health, a member of the coalition.

With increasing evidence that maternity leave and family-friendly work policies positively affect the physical and mental health of women and infants, some San Francisco companies and employers have improved their parental leave and accommodation policies. However, significant disparities persist and many mothers are required to return to their full-time jobs within weeks of giving birth. For some babies and mothers, this separation may have significant health effects. The Healthy Mothers Workplace Coalition and the Legal Aid Society-Employment Law Center collaborate to provide valuable information to the various stakeholders that can promote the employment conditions of pregnant women and new parents, including:

- A one-page document summarizing the various federal, state, and local policies that provide job protection and paid benefits for leave.
- A toolkit of helpful information and resources on family-friendly work policies for employers.
- The employer “Healthy Mothers Workplace” self-assessment to identify strengths and areas for improvement – for the individual company, and also for the sector and City as a whole.

From June to August, 2016, worksites conducted self-assessments of their policies and practices. These assessments were then reviewed by the Healthy Mothers Workplace Coalition. Forty-three employers earned recognition for “Bronze,” “Silver,” or “Gold” level of the Healthy Mothers Workplace Award of Excellence. The levels are differentiated by meeting workplace requirements, exceeding requirements, or setting a gold standard for family-friendly workplaces.

"San Francisco employers have stepped up to make their workplaces healthy spaces for moms and their families. I am so proud of the progress demonstrated by these employers, including City departments, who have made this a priority," stated Dr. Emily Murase, Executive Director of the San Francisco Department on the Status of Women and member of the coalition. "It also helps tremendously to have the support of a Mayor who leads on these issues."

The Coalition has given 118 Healthy Mothers Workplace Awards of Excellence to 62 unique employers over the last four years, positively impacting over 36,000 employees. At least six employers improved their policies to move up an award level since participating in the Healthy Mothers Workplace Award Program. The Mayor selected this initiative as one of San Francisco's top innovations for the 2015 US Conference of Mayors.

Certificates signed by Mayor Lee, Public Health Director Barbara Garcia and Director on the Status of Women Emily Murase will recognize the employers, along with congratulations from the US Department of Health and Human Services Regional Health Administrator Betsy Thompson, MD, San Francisco's City Administrator Naomi Kelly and Supervisors Wiener and Tang. The ceremony will be on Tuesday, September 27th at 9 am at the Federal Building in San Francisco.

<u>Employer</u>	<u>2016 Award Level</u>
A Better Way	Bronze
Asian Art Museum	Bronze
Bi-Rite Family of Businesses	Silver
Boys & Girls Club of San Francisco	Bronze
California Child Care Resource & Referral Network	Bronze
Child Care Law Center	Bronze
Department of Labor, San Francisco Region	Bronze
Environmental Science Associates	Bronze
Farella Braun + Martel LLP	Bronze
Folger Levin LLP	Silver
HelloSign	Bronze
La Casa de la Madres	Bronze
Legal Aid Society - Employment Law Center	Gold
Miller Law Group	Gold
Nixon Peabody LLP	Silver
Orrick, Herrington & Sutcliffe LLP	Gold
Pacific Catch	Bronze
Pacific Gas & Electric Company	Bronze
Port of San Francisco	Silver
Portola Family Connections	Bronze
Public Library of Science	Bronze
San Francisco Adult Probation Department	Silver
San Francisco Board of Supervisors	Silver
San Francisco Department of Children, Youth and Their Families	Silver
San Francisco Department of Human Resources	Silver
San Francisco Department of Public Health - MCAH	Silver
San Francisco Department on the Status of Women	Gold
San Francisco Juvenile Probation Department	Bronze
San Francisco Office of Labor Standards Enforcement	Bronze

San Francisco Office of the District Attorney	Silver
San Francisco Real Estate Division	Bronze
San Francisco Rent Board	Bronze
San Francisco Public Utilities Commission	Bronze
San Francisco Police Department	Bronze
Sanford Heisler, LLP	Bronze
Square, Inc.	Silver
University of California, San Francisco	Silver
VLP Law Group	Bronze
W.O.M.A.N. Inc.	Silver
Women's Foundation of California	Silver
YWCA of San Francisco & Marin	Bronze
Zelle LLP	Bronze
Zuckerberg San Francisco General Hospital and Trauma Center	Bronze

For more information, please contact Jenna Gerry of Healthy Mothers Workplace at 415.864.8848 x237.