

<b>Clinical Practices of the University of Pennsylvania</b> <b>POLICY</b>	Number: _ - - _  Page 1 of 3
<b>SUBJECT: CPUP Members Lactation Policy</b>	Effective: 10/08/24

**KEY WORDS:**

Full Time Faculty  
Penn Medicine  
Clinician  
Time Off  
Lactation

**POLICY**

Support for lactation for CPUP faculty and Penn Medicine Clinicians (PMCs) shall be requested and implemented in a consistent manner across CPUP practices, with consideration given to department-specific needs and consistent with relevant University of Pennsylvania policy and federal law.

**PURPOSE**

The purpose of this policy is to insure:

- fair and consistent application of lactation support during outpatient clinical and procedural sessions.
- time is provided for lactation for up to 1-year post childbirth.
- productivity targets are adjusted based on number of out-patient clinical and or procedural sessions.

**IMPLEMENTATION**

Department chairs, business administrators, faculty members, and PMCs share responsibility for implementing this policy consistent with its terms.

**PROCEDURE**

Fair and consistent implementation requires that faculty and physicians are able to activate this policy upon returning from maternity leave:

- Faculty and physicians wishing to invoke this policy must do so prior to their maternity leaves so there is ample opportunity to adjust clinical schedules.
- Lactation support is available for up to 12 months after the birth of a child. If lactation ceases before 12 months, lactation support should be prorated.
- Lactation support shall consist of a reduction in clinical effort of up to 30 minutes per 4-hour outpatient clinical or procedural session or the equivalent of 0.00125 cFTE per clinical session. Clinical schedules shall be adjusted to accommodate the support.
- Productivity targets shall be adjusted for the fiscal years when the support is realized.
- Incentive opportunity shall not be reduced.

SUPERSEDES:7/1/22

ISSUED BY:

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CPUP

John Sestito, Executive Director, CPUP

## APPENDIX

**Example 1: A faculty member requests the lactation policy be invoked following a 3-month maternity leave. The faculty member has 4 ambulatory sessions and 4 procedural sessions per week for 46 weeks.**

- Lactation support is available for up to 12 months after the birth of a child (9 months following FMLA).
- Lactation support is 30 minutes per 4-hour clinical/procedural session or the equivalent of 0.00125 cFTE per clinical session; 8 sessions = 10%.
- Target RVU's will have been prorated for FMLA and shall be further prorated to support lactation. For example, if the target RVUs were prorated to 5000 for FMLA, they would be further prorated to 4500 for lactation support.
- There is no impact on incentive opportunity after adjustment for FMLA. The faculty member remains eligible for incentive (adjusted for FMLA) upon achieving goals outlined in incentive plan including an adjusted target RVU set at 4500. (If incentive is paid at \$x per RVU above target, in the above example the target would be adjusted and the incentive value for each RVU above the adjusted target is unchanged.)

**Example 2: A faculty member requests the lactation policy be invoked following a 2-month maternity leave. The faculty member has 4 clinical sessions per week for 46 weeks.**

- Lactation support is available for 12 months (10 months following FMLA).
- Lactation support is 30 minutes per 4-hour clinical session or the equivalent of 0.00125 cFTE per clinical session; 4 sessions = 5%
- Target RVU's will have been prorated for FMLA and shall be further prorated to support lactation. For example, if the target RVUs were prorated to 5000 for FMLA, they would be further prorated to 4750 for lactation support.
- There is no impact on incentive opportunity after adjustment for FMLA. The faculty member remains eligible for incentive (adjusted for FMLA) upon achieving goals outlined in incentive plans including adjusted target RVU's set at 4750. (If incentive is paid at \$x per RVU above target, in the above example the target would be adjusted and the incentive value for each RVU above the adjusted target is unchanged.)