



Welcome to

# Parenthood









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## Welcome to Parenthood!

This is such an exciting time, but we know it can also feel a bit overwhelming and full of unknowns. Nine months can pass by so quickly, and we're here to help make this journey a little easier. We hope this booklet gives you reassurance, answers to your questions, and helpful tips as you prepare for what's ahead.

This book offers support, helpful tips for caring for your newborn, and real advice about the ups and downs of parenthood. It covers the basics like feeding and sleep, and also reminds you, the parent(s) to take care of themselves and ask for help when they need it.

Knowledge is your superpower. The more you understand your rights, stay informed with the latest research, and know where to find helpful resources, the more confidently you can advocate for yourself and your baby. Above all, trust yourself. You know what's best for you and your little one. Don't let all the outside noise overwhelm you—trust your instincts and take comfort in knowing that you're doing great!

YOURS IN HEALTH,

*Employee Wellness*

SLCo Employee Wellness Team





# YOU ARE HAVING A BABY: LEAVE POLICIES

Navigating your next steps after discovering you're expecting can feel overwhelming and unclear. Here, you'll find answers to the most frequently asked questions about preparing for parental leave at Salt Lake County.







## Salt Lake County Parental Leave Questions, Qualifications, and Time

### When to tell your supervisor you are expecting or adopting

The initial step is to inform your supervisor about your birth or pending adoption as soon as possible.

Following this, your supervisors will take the appropriate actions to ensure that the relevant administrators are informed of your circumstances.

The human resources administrators will then be tasked with approving parental leave requests, and they will require documentation to verify the birth or adoption.

### Do I qualify for parental leave?

To qualify for parental leave, a benefits eligible employee must meet

all of the following conditions at the time of the birth or adoption:

- The employee must have worked for Salt Lake County for 12 months or 52 weeks with no break in employment;
- The employee must have worked at least 1,250 hours during the 12-month period immediately prior to the requested leave date (paid leave time does not count toward this requirement);
- The employee must be taking the leave for:
  - the birth of a child and to care for that child; or
  - the placement of a child for adoption and to care for the newly placed child.







## How much parental leave am I eligible for?

Benefits-eligible employees who meet the above-stated requirements are entitled to receive six weeks (240 hours) of consecutive **paid** leave.

- The eligible birth mother or parent giving birth is entitled to an additional six weeks (240 hours) of consecutive paid leave immediately after the birth to recover from the physical and medical effects of pregnancy and childbirth.
- Employees may accrue holiday leave for holidays that occur during parental leave.
- Parental leave must commence within six months of the birth or adoption of the child.
- If an employee on parental leave is required to attend a work-related activity and records paid time, that does not violate the requirement that the leave be taken consecutively.

Individuals who give birth may qualify for 12 weeks of paid parental and maternity leave starting the day of delivery.

This is to recover from the effects of pregnancy and childbirth. Non birth parents may qualify for six weeks of paid parental leave that must be taken within the first six months after the birth or adoptions of a child.

If approved for parental/maternity leave, you will need to provide documentation verifying the birth or adoption. There are various documents that are to be included - many provide a copy of the birth certificate, hospital discharge paper showing date of birth or a note from medical provider stating date of birth. For adoption usually court documents are provided. As with other medical information this is confidential and the HR should have a locked medical file, electronic or physical, for these documents.

Questions? Please refer to the county policy - Salt Lake County Human Resources Policy 4-200: Leave Practices





## What to Expect in Communication with HR/Payroll Person

As you prepare to take maternity or paternity leave, clear and timely communication with your HR Manager/Payroll person is essential to ensure a smooth transition. You can expect open discussions around your anticipated leave dates, the type and length of leave you're eligible for, and the necessary documentation or forms. Your HR Manager will also help clarify company policies, benefits coverage during your leave, and any pay arrangements. Together, you'll coordinate your leave plan, adding your child to your insurance plan (see following page for 'Life Event' action), and return-to-work planning. Throughout the process, HR is there to support you, answer questions, and help you feel confident and prepared during this exciting time.

### HR/Payroll Communication Checklist

- Notify Your HR/Payroll Manager of your pregnancy or upcoming parental leave
- Confirm your due date or expected placement date (for adoption)
- Review Salt Lake County's leave policy and understand what types of leave you're eligible for (e.g. maternity/paternity leave, FMLA, short-term disability)
- Request and complete any required forms (medical certification, leave of absence forms, estimated due date confirmation)
- Understand how your pay will be handled during leave (paid vs unpaid portions, disability benefits, PTO use).
- Confirm HR contact person during your leave, in case you need to reach out
- Keep copies of all documentation and approvals for your records.





# Salt Lake County BIRTH/ADOPTION

HR POLICY 4-300: Insurance and Retirement Programs

## Open a Life Event in PeopleSoft within 31 days of the birth/adoption

# STRESS EVENTS FREE

- Log into PeopleSoft  
Main Menu > Self Service > Benefits > Life Events
  - Click the “Birth” or “Adoption” radial button.
  - Enter the baby’s date of birth or adoption date on the signed adoption papers as the **event date**.
  - Follow the navigation to add name, date of birth and social security number (if you have it).
  - Add the child to medical coverage, and dental if you wish.
- Option to add Dependent Care FSA if needed
  - Upload a copy of the birth certificate or adoption papers. If the birth certificate is not yet available, you may upload a copy of the hospital discharge paperwork.
- **Do not** leave this up to your agency or supervisor, even if you have provided the documentation to them.
- You may be eligible for Parental Leave or Family Medical Leave (FMLA). Contact your supervisor or division HR Coordinator as soon as possible. If you have Short-Term Disability (STDi) coverage, contact Benefits for assistance in filing a claim.
- You may want to add dependent life insurance for your new child. You can enroll in up to \$15,000; coverage is available in \$5000 increments. Contact Benefits to add this coverage.
- Documentation of birth or adoption **must be received within 31 days**, OR your next opportunity to enroll is during Open Enrollment in November for January 1st start date of the following year.
  - Upload through document upload in PeopleSoft or email to [benefits@slco.org](mailto:benefits@slco.org)

Your Benefits Team is here to help, please reach out!  
Call 385-468-0580 or email  
[benefits@saltlakecounty.gov](mailto:benefits@saltlakecounty.gov) for assistance.



*Benefits Mission: We deliver comprehensive benefits to employees that enhance their wellbeing*





# MISCARRIAGE AND STILLBIRTH BEREAVEMENT

## **I** Lost my baby. What are the Salt Lake County leave policies?

We are so sorry for your loss. Our thoughts and hearts go out to you and your grieving family. As a Salt Lake County employee we recognize your need and right to grieve. The following is a list of the county leave policies for these situations.

Benefits-eligible employees may take up to three workdays of paid bereavement.

- In accordance with Utah Code Ann. 10-3-1103, any employee may take up to three workdays of **paid** bereavement leave in the following circumstances:
  - Following the end of the employee's pregnancy by way of a miscarriage or stillbirth; or

- Following the end of another individual's pregnancy by way of a miscarriage or stillbirth, if: The employee is the individual's spouse or partner; or
- the employee is the individual's former spouse or partner; and the employee would have been a biological parent of a child born as a result of the pregnancy; or
- The employee provides documentation to show that the individual intended for the employee to be an adoptive parent, as that term is defined in Utah Code Ann. § 78B-6-103, of a child born as a result of the pregnancy; or
- Under a valid gestational agreement in accordance with Utah Code Ann. 78B-15-8, the employee would have been a parent of a child born as a result of the pregnancy.

For Benefits Eligible employees, this bereavement leave following a miscarriage or stillbirth runs concurrently with, and is not separate from, Funeral Leave.





# FEDERAL ACTS

## Family Medical Leave Act (FLMA) & Fair Labor Standard Act (FLSA)



### Who are protected under FMLA and what does it provide?

Eligible employees are entitled to twelve workweeks of leave in a 12-month period for:

- The birth of a child and to care for the newborn child within one year of birth;
- The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
- To care for the employee's spouse, child, or parent who has a serious health condition;
- A serious health condition that makes the employee unable to perform the essential functions of his or her job;

Be sure to work with your supervisor and HR representative in advance to get approved for FMLA coverage.

To be clear, paid parental/maternity leave runs concurrently with FMLA. This means when an employee who has given birth returns to work after paid maternity/parental leave they will have exhausted their FMLA leave for the next 12 months.

### What is the FLSA?

The FLSA was created in 1938 as a way to safeguard rights to minimum wage, overtime pay, and child labor laws. It has evolved to protect the rights of full-time and part-time employees in all sectors of business.

This act protects the rights of employees to pump breast milk at work and have the proper break times and location to do so.

### Who is required to follow the FLSA in regards to breastfeeding?

The FLSA requires companies larger than 50 employees and who are nonexempt (all companies except airlines, railroads, and motor coach carriers) to comply with this act.

What does this mean for you? Salt Lake County is required to comply with FLSA breastfeeding practices.

### What does the FLSA require of companies regarding breastfeeding employees?

The FLSA requires employers to provide reasonable break time for an employee to express breast milk for their nursing child.

- This must be allowed for one year after the child's birth and each time such employee has need to express breast milk.
- Employees are entitled to a place to pump breast milk at work, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public.
- [US Department of Labor - Pumping at Work](#)



It is estimated that the Family Medical Leave Act has been used over 463 million times since it was passed in 1993.





INSURANCE, BREAST PUMPS,  
& HOSPITAL BILLS

# AFFORDING BABY

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Average costs in Utah for prenatal,  
labor, and delivery care

Choosing to start or continue a family is already a difficult decision; add the expenses on top, and it can feel downright stressful. However, we want to help you by breaking down the averages of costs across Utah, so you at least have some tips and a starting place. The best way to know exactly what your medical costs will be is to talk to your insurance and healthcare provider directly.

**TIP 1:** Often, your OBGYN will offer you or be able to provide an expected cost breakdown for your pregnancy journey. You simply have to ask.

**TIP 2:** You can call the hospital you plan on delivering at to ask for a breakdown of average costs with and without insurance.

**TIP 3:** Do your research on birth methods as well as possible complications. Knowledge is powerful to be prepared and avoid fearing the unknown.

**TIP 4:** Have a birth partner, whether it be your life-partner, loved one, or even a doula. It is important to have someone in the room who can advocate and support you and your best interests.





Costs fluctuate frequently, and depending upon location and services provided, it is important to try and find out all the cost information possible.

KSL, a Utah based news outlet, conducted research in 2022 by using “the All-Payer Claims Database” to break down the average cost for *vaginal uncomplicated deliveries* across hospitals in Utah.

This research led to eye opening results about the variability of childbirth costs by location and hospital. Considering where to deliver your baby due to cost should be factored into the decision.

- Panguitch, Garfield Memorial Hospital: \$10,208
- Tremonton, Bear River Hospital: \$8,074
- Salt Lake City, University of Utah: \$7,894
- St. Mark’s Hospital: \$6,677
- St. George, Dixie Regional Medical Center: \$6,135
- Orem, Timpanogos Regional Hospital: \$5,630
- Murray, Intermountain Medical Center \$4,819
- Tooele, Mountain West Medical Center \$2,539

When looking for which hospital to deliver at, consider calling and asking what the hospital’s average delivery costs are as well as what insurance plans they accept.

Looking at the data points above, St. Marks and Timpanogos Regional are both Mountain Star Hospitals, and have little variation in the insurances they accept, yet their average delivery costs are a \$1000 difference. Don’t be afraid to call the billings department and start asking questions. Ultimately, they work for you and are providing a service to you. You get to choose where you receive that service.

The best way to keep costs low is to deliver at a hospital that is considered ‘in-network’. Insurance companies broker deals with the hospitals in advance to help lower your overall bill. But do not go with simply the closest in-network hospital. If you have the ability and access to transportation to shop around at in-network hospitals, try and do so.

Another important reminder is that you can always apply for financial assistance through your chosen hospital, as well as talk to them about payment plans. Remember that it never hurts to ask questions and see what other resources are out there for you to receive financial help in bringing home your baby. Learn the financial details as early on as possible, because once your baby is here it is hard to think of anything else.

## Hospital Bills

To get started in understanding the costs associated with conceiving and birthing a child, we have turned to the Peterson-KFF Health System Tracker and CDC collection data to assess the average cost on an uncomplicated childbirth. However, it is important to note that this cost ranges depending on whether or not you have a vaginal or cesarean delivery, if you are insured, and if you take part of a high deductible plan verses a PPO plan. The purpose in presenting this information to you is so you have the most current information available for potential costs related to your pregnancy, labor, and delivery.

| Delivery Type | Average total cost of childbirth 2024 | Average out-of-cost for people with large employer group plans |
|---------------|---------------------------------------|--|
| Vaginal       | \$14,768                              | \$2,655  |
| Cesarean      | \$26,280                              | \$3,214  |

Insurance

The best place to start your journey, is by understanding what benefits are available to you through Salt Lake County. While the total cost of your pregnancy and delivery will depend on a variety of variables, the most important one is what insurance you have and what type of coverage you maintain. Since those are personal and individual or family choices, below you will find a list of all

insurance plans and additional benefits Salt Lake County currently offers along with the contact information.

Please do not hesitate to reach out to County HR Benefits or any of the other resources available and listed for you. They are there to answer your questions and give you guidance on whatever is troubling you.

| Plan                               | Phone        | Website  |
|------------------------------------|--------------|--|
| Select Health Insurance            | 801-442-5038 | <a href="http://www.selecthealth.org">www.selecthealth.org</a> |
| PEHP Insurance                     | 801-366-7555 | <a href="http://www.pehp.org">www.pehp.org</a>                 |
| Fidelity Health Savings Account    | 800-544-3716 | <a href="http://www.netbenefits.com">www.netbenefits.com</a>   |
| ASI Flexible Spending Accounts     | 800-659-3035 | <a href="http://www.asiflex.com">www.asiflex.com</a>           |
| Vest Employee Assistance Program   | 385-205-6789 | <a href="http://www.vesteap.com">www.vesteap.com</a>           |
| Short-Term Disability-The Standard | 800-368-2859 |  |







## Breast Pumps

If you are choosing to breastfeed, then pumping may be in your future. It is important to note that most insurance plans will pay for, or at least part of, the cost of a breast pump. To know which pumps are covered and how much other ones will cost, Edgepark is your best resource. Edgepark is the easiest way to get a breast pump through

insurance since they do most of the work for you. All you need to do is create an account, pick your breast pump, and they do the rest. Edgepark will contact your doctor, get a prescription, and make sure insurance covers the pump. Then they deliver the breast pump right to your door.

The screenshot shows the Edgepark website interface. At the top, there's a navigation bar with the Edgepark logo, a search bar, and a 'Sign in' button. Below the navigation bar, there's a hero section with the heading 'Our quick and easy process to get your breast pump'. To the left of the text is an illustration of a woman sitting at a desk with a laptop. The process is outlined in three steps: 1. Create an account & place your order. 2. We'll manage the rest on your behalf. 3. Your package will arrive at your doorstep. Below the steps, there's a paragraph explaining that Edgepark makes ordering a breast pump through insurance easy and convenient, mentioning a network of over 1,400+ insurance plans. A link 'Choose from our assortment of breast pumps' is provided. At the bottom of the hero section, there's a 'Get started today!' link and a note 'Not sure what to order? We carry an assortment of pumps that fit your unique needs and lifestyle.' A small chat icon is visible in the bottom right corner.



Use the QR code to link to the website and find out if you are eligible for a free breast pump.





# WHAT TO EXPECT & HOW TO PREPARE

"Parenthood: a constant battle between wanting them to stay little and the love of watching them grow. It is wishing to rewind time, while begging for more. It can be a struggle. It can be confusing. But what a beautiful mess it is"

- Scary Mommy

**Y**

ou've taken the test and that pink little line is staring up at you, confirming your hopes and suspicions. But now what? What does the next 40

weeks actually look like? When should you call your doctor? How often are these appointment going to happen?

No stress, we have the answers to these questions, a list to help you know how to prepare over the coming months, and what to pack for the hospital.

The most important thing is you make sure to get prenatal care. Whether you choose to do so via a midwife or an OBGYN, it is important that a medical professional is watching over you and your baby. The Office on Women's Health has found that women, who choose to forgo prenatal care are more likely to have complications with pregnancy and labor. So, we cannot stress enough the importance of prenatal care throughout the entire pregnancy and postpartum.

On the next page, you will find a breakdown of common appointments, what to expect during each appointment, how often you will be seen, and common causes for concern. This cheat sheet has been adapted from Valley Women's Health in Utah.





| Weeks by Gestational Age  | Appointment Frequency                                      | Typical Appointment   | Typical Tests/ Procedures   | Concerns and Reasons to Contact Us  |
|---|--|---|---|---|
| First Appointments are Typically Scheduled between 8 and 12 Weeks | <b>Approximately Every 4 Weeks</b>                         | <ul style="list-style-type: none"> <li>• Bedside Ultrasound</li> <li>• Complete Physical</li> <li>• Review of Medical History</li> <li>• Establishment of Obstetrical Care</li> </ul>   | <ul style="list-style-type: none"> <li>• Lab Work</li> <li>• Pap Smear</li> <li>• Gonorrhea and Chlamydia Testing</li> <li>• Urine Testing</li> </ul> | <ul style="list-style-type: none"> <li>• Miscarriage</li> <li>• Bleeding</li> <li>• Pelvic Pain</li> <li>• Severe Vomiting</li> </ul>   |
| <b>12 - 18 Weeks</b>  | <b>Approximately Every 4 Weeks</b>                         | <ul style="list-style-type: none"> <li>• Heartbeat Check</li> <li>• Blood Pressure</li> <li>• Weight</li> <li>• Discussion with Provider</li> </ul>   | <ul style="list-style-type: none"> <li>• Quad Marker Screen</li> <li>• Baby Sex Check* (see below)</li> </ul>   | <ul style="list-style-type: none"> <li>• Bleeding</li> <li>• Abdominal or Pelvic Pain</li> <li>• Heavy Discharge or Pelvic Pressure</li> </ul>  |
| <b>19 - 28 Weeks</b>  | <b>Approximately Every 4 Weeks</b>                         | <ul style="list-style-type: none"> <li>• Heartbeat Check</li> <li>• Blood Pressure</li> <li>• Discussion with Provider Regarding Any Issues</li> </ul>  |   | <ul style="list-style-type: none"> <li>• Bleeding</li> <li>• Abdominal or Pelvic Pain</li> <li>• Frequent Abdominal Cramps</li> </ul>   |
|   | <b>20 - 21 Weeks (Ultrasound)</b>                          | The ultrasound replaces your monthly appointment  | <ul style="list-style-type: none"> <li>• Total Anatomy Ultrasound including Baby Sex Check</li> </ul>   |   |
|   | <b>24 - 28 Weeks</b>                                       |   | <ul style="list-style-type: none"> <li>• Gestational Diabetes Test</li> </ul>   |   |
| <b>28 - 36 Weeks</b>  | <b>Approximately Every 2 Weeks</b>                         | <ul style="list-style-type: none"> <li>• Heartbeat Check</li> <li>• Blood Pressure</li> <li>• Discussion with Provider Regarding Any Issues</li> </ul>  | <ul style="list-style-type: none"> <li>• Any Non-Stress Test</li> <li>• AFI's</li> <li>• Ultrasounds Needed During Pregnancy</li> </ul>               | <ul style="list-style-type: none"> <li>• Bleeding</li> <li>• Abdominal or Pelvic Pain</li> <li>• Frequent Abdominal Cramps</li> <li>• Persistent Headache</li> <li>• Visual Changes</li> <li>• Decreased Fetal Movement</li> </ul>        |
| <b>36 - 42 Weeks</b>  | <b>Approximately Every Week</b>                            | <ul style="list-style-type: none"> <li>- Discussion About What to Expect for Labor</li> <li>- Cervical Checks in the Last Month of Pregnancy</li> <li>- Stripping Membranes</li> <li>- Evaluation for Other Obstetrical Issues</li> </ul> |   | <ul style="list-style-type: none"> <li>- Persistent and Consistent Hard Contractions</li> <li>- Bleeding</li> <li>- Leaking Fluid</li> <li>- Persistent Headache</li> <li>- Visual Changes</li> <li>- Decreased Fetal Movement</li> </ul> |
|   | <b>36 Weeks</b>  |   | <ul style="list-style-type: none"> <li>• GBS Culture</li> </ul>   |   |
| <b>Post Partum Visit</b>  | <b>6 Weeks After Delivery or 2 Week Visit if C-Section</b> | <ul style="list-style-type: none"> <li>• Physical Exam</li> <li>• Incision Checks</li> <li>• Mental Health Evaluation</li> </ul>  |   | <ul style="list-style-type: none"> <li>• Signs of Depression</li> <li>• Breast Infection</li> <li>• Heavy Bleeding</li> </ul>   |

## You are in the final stretch of pregnancy...now what??

### Hospital Bag Check-List

Time to start packing! We have everything you'll need for your stay in the hospital broken down. All you need to do is grab a pen and start checking!

#### For Admin/Nurses

- Driver's License/ID
- Insurance Card
- Birth Plan

\*If you are a mama that is passionate about your birth looking a certain way, it is important that you communicate that with your medical provider team. You are your best advocate. Print and bring a few copies of your birth plan: one for your chart, some for your labor nurse(s), and perhaps another to tape up in your delivery room. Highlight some key points for quick reference.



#### For Mama

- Pillow & Blanket:  
\*There is something about having your own pillow and blanket that adds another level of comfort during and after labor. Hospital temperatures can be cold, so bring a blanket you know will help you feel the most comfortable during this time of transition.
  - Toothbrush & toothpaste
  - Hairbrush
  - Dry shampoo (or shampoo & conditioner if you plan to shower at the hospital)
  - Face wipes/washcloths
  - Deodorant
  - Hair ties
  - Glasses/contact lenses
  - Lip balm/lotion
  - Robe and PJs
    - Non-restrictive waistband - Avoid clothing too tight after labor or C-section
    - Lightweight, loose-fitted bottoms
  - Supportive postpartum bra/nursing bra
  - Cozy socks & slip-on shoes
  - Extra-long cell phone charging cord
  - Reusable water bottle & snacks
- \*You don't need to go overboard with snacks, but you'll be happy you brought a few things to eat in between meals.

#### For Support Person

- Pillow and blanket
- Snacks
- Toiletries
- Reusable water bottle
- PJs and change of clothes
- Laptop/tablet
- Phone/camera

#### For Baby

- A car seat
- Going home outfit & blanket
  - 2 different sizes (newborn & 0-3 months)
- Your pediatrician office information
- Bottles (if you plan to use)
- Binky (if you plan to use)

The hospital will provide everything that the baby will need for the time they are there - diapers, wipes, formula, burp cloths, onesie and blanket.

#### Optional Extras

- Portable speaker
  - Some expecting mamas like to labor and deliver to music. If you fall into this category, you can create a birthing playlist and bring a portable speaker to enjoy your tunes.
- Entertainment:  
Book/iPad/laptop
- Haakaa Silicone Manual Breast pump
  - Nice for catching the let down on the other breast as you feed your baby.

#### Post-Partum Care for Home

- Dermoplast
  - To aid with pain, itching and burning relief
- Peri bottle for cleaning
- Disposable underwear/adult diapers
- Tucks pads
- Nipple care:
  - Nipple cream: ask your doctor to write you a prescription for medicated cream before you leave the hospital. And you can have your partner/support person pick up on the way home.

\*\*For the dermoplast, peri bottle, disposable underwear, and tucks pad, these will all be provided for you at the hospital. Don't be afraid to take what is available to you in the room and even ask your nurse for more to stock up!

**Ask yourself, what can I bring to help make myself comfortable?**





## BUSTING FORMULA AND BREASTFEEDING MYTHS

# FED IS BEST

Opinions, opinions. It seems everyone has an opinion when it comes to how YOU choose to feed YOUR baby. With so many influencers and mommy bloggers telling you the how, what, and why, let's spend some time busting myths and giving you all the information, so you can decide how YOU want to feed YOUR baby.

And remember, there is no right or wrong answer. Do what is best for your family, your mental health, and your baby. NO GUILT REQUIRED.

### **Myth #1: Baby Won't Bond With You As Closely If You Formula-Feed**

First, parents using newborn formula and baby formula aren't doing anything wrong. And formula-fed babies can develop just as well as their breastfed peers. In fact, baby formula can be crucial due to medical necessity and social barriers. While breastfeeding is great for babies, it's not always possible, and almost never easy.

Second, bonding with baby comes down to two important factors: skin-to-skin contact and facial recognition, not just baby's connection to your breast. Don't worry that a bond won't form simply because you're bottle-feeding.

Need some tips for establishing that cherished attachment while using a bottle?

- Nina Pegram, PNP, IBCLC and a lactation consultant at SimpliFed, suggests a couple of ideas. "Practice skin-to-skin contact, look directly into baby's eyes, and talk or sing to baby while you feed them a bottle...Whether it includes a bottle or a breast, never fear, bonding will occur."
- In fact, one benefit to bottle feeding is both partners can create special bonding time by practicing skin to skin contact during bottle feeds.



According to a 2016 study from the Journal of Perinatal Education, 46% of mothers were combining formula and breastfeeding within 72 hours after birth.



### **Myth #2: Formula-Fed Babies Won't Be as Smart as Breastfed Babies**

Infant formulas now include critical brain-boosting ingredients like DHA and ARA, two of the things that used to give breastfed babies an edge over their formula-fed counterparts. While you can still find studies that assert that breastfed babies maintain an advantage, you can also find others that state the relationship is inconclusive.

In one telling study published in the British Medical Journal, researchers looked at IQ levels of siblings with the same mother where one breastfed and the other did not, and found that there were no “cognitive advantages of breastfeeding.”

“A child's intelligence level is influenced by a variety of factors, including many things that are largely outside of parental control, such as genetics,” says Crystal Karges, RDN, IBCLC, a maternal child health specialist at Crystal Karges Nutrition. “There is no scientific evidence to suggest that formula-fed babies won't be as smart as breastfed babies.”



### **Myth #3: Mixed Feeding from the Breast and Bottle Will Cause Nipple Confusion**

Any issues with the baby fussing or refusing the breast or bottle may just come down to the baby's nipple preference rather than nipple confusion.

You can always experiment with different shaped nipples to see what works best, but for starters, try a wide-mouth,

slow-flow nipple to help mimic how they would feed at the breast. You will also want to adjust baby's position to make sure he or she can pace their feed. “If milk is dripping out of the infant's mouth, it's flowing too quickly, so sit them up a bit more,” Pegram states.

Ultimately, feeding from both the breast and bottle will not hinder baby's ability to eat, and it mostly comes down to finding the right nipple that encourages your baby to eat.





#### **Myth #4: Supplementing with Formula Will Make Your Milk Dry Up**

While this is far from a universal truth, it's not entirely false. That's because breastfeeding is a supply-and-demand process, and your body makes more milk depending on how often you breastfeed (or pump). "So, in theory, if you're not draining your breasts when your baby takes the formula supplement, this can be true. Your body will think that the baby got all of the milk that it needs and may scale back on production", Pegram explains. If your goal is to breastfeed exclusively for any amount of time (and the American Association of Pediatrics (AAP) recommends exclusively breastfeeding for baby's first six months), you will need to keep supplementing with formula to a minimum, and if possible try to pump anytime you supplement.

Still, giving baby small amounts of formula does not mean your milk will dry up. "It can be the complete opposite in some cases," says Kathy Murphy, IBCLC, another lactation consultant at SimpliFed. "By supplementing, we can often give the baby the energy and

calories needed to become a more efficient and vigorous feeder at the breast, especially if they've been struggling with calorie intake and weight. A recent study found that supplementing with a limited amount of formula for babies with early weight loss can help with breastfeeding outcomes when the baby gets older.

#### **Myth #5: Formula Lacks the Complete Nutrition Baby Needs**

While formula isn't an exact replica of a mother's milk, there's no need to worry if you end up formula-feeding when baby arrives—today's formulas are a top-notch alternative to breast milk. According to Karges, "infant formula is a complete and suitable nutrition source for babies. It's intended as an effective substitute to breast milk and is formulated to mimic the nutritional composition of breast milk." To make sure of this, the manufacturing process is highly regulated, and infant formulas have to include proper amounts of water, carbohydrates, protein, fat, vitamins, and minerals (per established guidelines) to meet a baby's nutritional



needs. As long as baby isn't overly fussy, excessively gassy or spitting up frequently, and is growing according to your pediatrician's recommendations, it's a good sign your child is getting enough nutrition—regardless of whether you are breastfeeding or formula feeding.

# EXCLUSIVELY PUMPING

## Advantages & Disadvantages



With many full-time employees, a decision has to be made to supplement with formula or expressed breast milk. If the decision to solely use breast milk is made, another decision to whether or not exclusively pump is needed. Exclusively pumping means the baby is never laid at the breast to feed, instead the mother uses a pump (either mechanical or hand expressed) to express milk, and then the baby is fed via bottle.

Exclusively pumping, can be a wonderful decision and a necessary decision for a variety of reasons. But just like formula, there are a lot of differing ideas out there. So we have combined all the advantages and disadvantages we could find and abbreviated them, so you could make an informed decision for your family.

### Advantages to Exclusively Pumping

Bonding: Breastfeeding sometimes requires privacy and can draw your attention away from other family members. Pumping allows your baby to feed without taking you away from your family.

Someone else can help: Unlike breastfeeding where only the mother is involved, pumping allows you to give charge of feeding to someone else

while you rest or do other things.

Uninterrupted work: With exclusive pumping, you can work a demanding job and still manage to feed your baby on breast milk.

Protect your milk supply: If you are unable to nurse for a period of time, pumping helps to keep your milk levels in check.

### Disadvantages to Exclusively Pumping

Expensive: Most good pumps are a bit pricey, especially if you need a hands free one. When you consider other costs, like bottles, nipples, and sanitizing products, breastfeeding can be significantly cheaper compared to pumping.

A lot of extra cleaning: The extra tools used for pumping need regular cleaning and maintenance to ensure

that you and your baby are protected from germs.

Time-consuming: As opposed to picking up your baby and holding them to your breast to nurse, pumping involves additional tasks, like thawing frozen milk stored in the freezer or warming a bottle.

Lifestyle change: Because it is recommended that you pump at least once every night to ensure a consistent milk supply, waking up every night can change your sleep patterns.

**Remember, whatever you decide, it is your decision and there is not right or wrong way to feed your baby.**





# FEEDING BABY

## The When & What of Bottle Nipple Sizing and Starting Solids

### Bottle Nipple Sizes

There is no “right” time to change your baby's nipple flow rate. Some babies are content using a 0 flow or size 1 nipple throughout their feeding days, while eaters may advance sooner than expected.

Your baby will offer signs if the flow is not fast enough and it's time to move up a level. Typical signs include your baby:

- Taking longer to finish eating
- Becoming fussy or irritated while eating
- Falling asleep during the feeding

With newborns, especially premature babies, the nipple flow rate can be faster than your infant can tolerate. If your baby is exhibiting any of these signs while eating, you may want to try a slower flow rate (lower level) nipple. Some signs that you need to size down are:

- Gulping
- Hard swallowing
- Coughing
- Choking/gagging
- Milk dripping from the mouth
- Refusing the bottle.

So what are these sizes? Well, let us break them down for you, so you can best decide what nipple flow rate size best fits your baby.

#### Preemie Nipple, 0 months+

- Designed for premature babies and babies who have a slower feeding preference.
- Slow flow is great for breastfed babies when switching between bottle and breast; it mimics the slower flow of breastfeeding.



### Level 1 Nipple, 0 months+

- Ideal choice for your infant if they are feeding well and do not show signs of feeding challenges.

### Level 2 Nipple, 3 months+

- As a baby's feeding develops and they are taking a longer time feeding from a Level 1 nipple, many parents choose to move up to a Level 2 nipple.
- Consider Level 2 if your baby is accepting early solid foods, or if their pediatrician has recommended thickening their milk.

### Level 3 Nipple, 6 months+

- As a baby's feeding develops and they are taking a longer time feeding from a Level 2 nipple, many parents choose to move up to a Level 3 nipple.
- Consider Level 3 if your baby is sitting up, if they are eating solid foods, or if their pediatrician has recommended thickening their milk.

### Level 4 Nipple, 9 months+

- As a baby's feeding develops and they are taking a longer time feeding from a Level 3 nipple, many parents choose to move up to a Level 4 nipple.
- Appropriate if your child has shown consistent feeding with no difficulties, and is taking larger amounts at the breast and bottle.
- Consider Level 4 for your baby if they are eating finger foods, drinking from a sippy cup, or if their pediatrician has recommended thickening their milk.

### Y-Cut Nipple (9 months+)

- Consider the Y-Cut nipple if your pediatrician has recommended thickening your baby's milk.
- Accommodates thicker liquids and cereals.

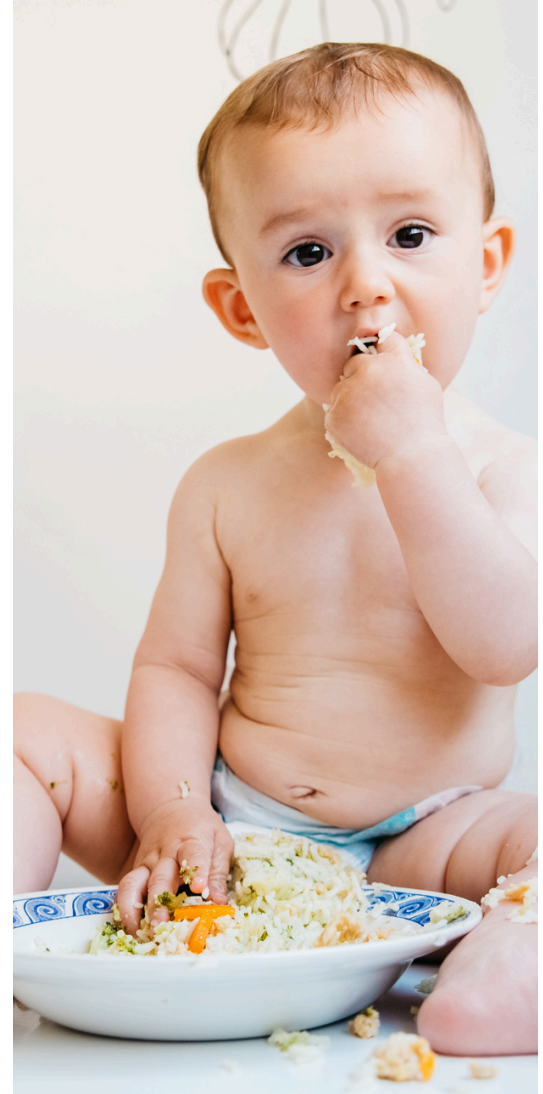
## Starting Solids

### Pediatrician Recommendations

If your baby is able to hold their head up without support and sit, then your pediatrician may recommend starting solids between four to six months. This is completely acceptable if you feel comfortable and your baby is ready. However, if you are feeling apprehensive or unsure another option is something called baby led weaning.

### Baby Led Weaning

Dr. Kimberly Churbock, MD and pediatrician defines baby led weaning as, "Parents and caregivers ... follow[ing] a baby's lead. This means watching for signs of developmental readiness and, when a baby is ready, allowing them to self-feed." Babies are also skipping many traditional baby foods such as purees, Dr. Churbock says. "With baby-led weaning, instead of buying or making specific foods to feed your baby, you're preparing the same meal for the whole family, with modifications as needed for your newest eater."



Some benefits of baby-led weaning:

- It saves time and money. Dr. Churbock explains, "Instead of buying or making specific foods to feed your baby, you're preparing the same meal for the whole family, with modifications as needed for your newest eater."
- Babies experience valuable social interactions.
- They are exposed to diverse foods.
- It helps hone important developmental skills.

So when can you start baby-led weaning? When your baby displays certain signs of developmental readiness (usually around six months), including:

- The ability to sit upright with minimal to no support from a parent or caregiver.
- Reaching for an object — and then picking it up and bringing it to their mouth — and a diminishing of the tongue-thrust reflex, or when the baby's tongue isn't spitting something out of his or her mouth.







## First Foods



### **This is a very fun milestone!**

Cut soft foods into “finger-sized” slices that are made for grasping. The goal is for the “food [to be] firm enough that they can pick it up and hold it, long enough that they can have a little portion sticking out of their hand that they can see, and soft enough to gum and chew.

### **Single-Ingredient Foods & Purees (easy on digestion & allergy tracking)**

- Iron-fortified single-grain baby cereal (like rice or oatmeal)
- Mashed sweet potatoes
- Pureed peas or green beans
- Pureed carrots
- Mashed bananas
- Avocado (rich in healthy fats!)
- Steamed and mashed apples or pears

### **A Few Additional Tips & Tricks:**

- Introduce one new food every 3–5 days to watch for allergies.
- Avoid added salt, sugar, and honey (no honey before 12 months).
- Iron is key around 6 months, so include iron-rich foods early.
- Water in small sips can be introduced in a sippy cup at meals.
- Always supervise eating—choking risks are real!

### **Foods to Avoid**

Because baby-led weaning exposes babies to foods with different textures, you should avoid serving up foods that are choking hazards. These include:

- Firm, round foods, such as whole berries and whole grapes.
- Hard, crunchy foods like tortilla, or corn chips, popcorn, nuts.
- Raw, hard-textured vegetables like carrots.
- Peanut butter offered alone, which can be too sticky for babies to safely manage.

# Baby Led Weaning Recipe Ideas

## 3 Ingredient Banana Oat Pancakes

These 3 ingredient pancakes are full of protein, potassium and fiber! Top with your favorite fruit and pure maple syrup for an extra delicious breakfast!

### Ingredients :

- 2 ripe bananas
- 2 eggs
- 1 cup oats
- Mix-ins and toppings of your choice (vanilla, cinnamon, berries, nuts, etc.)

### Directions:

1. **Preheat** skillet on low heat.
2. **Mix** bananas, eggs, oats, and mix-ins in a blender until smooth.
3. **Grease** your skillet and pour batter onto pan (make pancakes small to medium sized).
4. **Flip** and cook the other side until done; repeat for the rest of the batter.
5. **Serve** with syrup, butter, peanut butter, or your favorite pancake toppings.

Prep Time: 10 minutes  
Cook Time: 15 minutes  
Servings: 2-3



### Notes :

- If you are using any mix-ins like walnuts or blueberries, you can push them into the uncooked side of the pancakes before flipping. **Do not mix** them with the batter because they are more likely to fall apart.
- Ask Alexa to play Banana Pancakes by Jack Johnson and enjoy a delicious breakfast!

Prep Time: 15 Minutes  
Cook Time: N/A  
Servings: 10



### Notes :

- Fruit can be chopped 1 day in advance (except banana) and dressing can be made 1 day in advance and kept separate and chilled, toss together just before serving.

## Honey Lime Rainbow Fruit Salad

### DO NOT SERVE TO CHILDREN UNDER ONE

Colorful food is the yummiest food! Topped with a honey lime dressing this salad will have you drooling every time.

### Ingredients :

#### SALAD:

- 1 lb fresh strawberries, chopped
- 1 lb chopped fresh pineapple,
- 12 oz fresh blueberries
- 12 oz red grapes, sliced into halves
- 4 kiwis, peeled and chopped
- 3 mandarin oranges
- 2 bananas, sliced (optional)

#### DRESSING:

- 1/4 cup honey
- 2 tsp lime zest (zest of 2 medium limes)
- 1 1/2 Tbsp fresh lime juice

### Directions:

1. **Add** all fruit to a large mixing bowl.
2. **In** a small mixing bowl, whisk together the honey, lime zest, and lime juice.
3. **Pour** over fruit and toss to evenly coat, serve immediately.

## Southwest Butternut Squash Casserole

You had me at butternut squash... The southwest flavors paired with the butternut squash flavor is heavenly.

### Ingredients :

- 1 lb frozen butternut squash, cubed (about 3-4 cups)
- 1 large bell pepper (sliced or chopped)
- 1 Tbsp olive oil
- 1 tsp paprika
- 1/2 tsp garlic powder
- salt/pepper (to taste)
- 1 15 oz. can black beans (drained)
- 1 cup cooked ground turkey (optional)
- 1 cup shredded cheese
- 1 cup chopped kale

Prep Time: 5 Minutes  
Cook Time: 30 Minutes  
Servings: 4

### Directions:

1. **Preheat** the oven to 375 degrees F.
2. **Place** the squash and bell pepper in the casserole dish and drizzle with olive oil.
3. **Bake** for about 20 minutes or until squash just begins to soften.
4. **Drain** any extra liquid in the casserole dish.
5. **Mix** in the paprika, garlic powder, salt and pepper, black beans, cooked ground beef, half of the cheese, and kale to the casserole dish.
6. **Top** with remaining cheese.
7. **Bake** for another 10 minutes (or until everything is soft).





# NOURISHING YOU



W

e all do it. We have this tiny new baby in our arms that takes up all of our thoughts, time and energy. We are so focused on providing for the baby that we forget to provide nourishment for ourselves.

Here is your first reminder that you matter! And you deserve and need to take care of yourself. This starts by first throwing out any and all ideas of 'bounce back culture.' Taking care of yourself does NOT mean trying to fit back into those pre-pregnancy jeans,

or getting back to that pre-baby weight. In fact, we highly recommend throwing out your scale all together.

Taking care of yourself, means learning how to love and appreciate your postpartum body. It means respecting your body for all it has accomplished in the last 10 months and through labor and delivery. Here are a couple of reminders:

**You are worthy of your body.**  
**You are beautiful.**  
**You deserve respect.**  
**You are amazing.**  
**You deserve nourishment.**

'Bounce back culture' would tell you that you need to focus on shrinking your body. We are here to tell you, you need to focus on nourishing your whole body, starting with your mind.

## Nourishing Your Mind

Start by nourishing your mind. Throw out negative thinking, and replace those thoughts with truthful, positive statements.

*"My body fed, housed, and protected a baby for 10 months. That is incredible."*

*"I did one of the hardest things on this earth. I had a baby."*

Take time each day thinking about your experience over the last 10 or so months and think about your experiences now. Consider bringing meditation into your daily routine. A great time to meditate is while feeding your baby before bed or in one of the early morning feeds before the rest of the house has woken.



***“You are braver than  
you believe, stronger  
than you seem,  
smarter than you  
think, and loved more  
than you’ll ever  
know.”***

**–A.A. Milne**

As you nourish your baby, close your eyes and nourish your mind. Spend time quieting the outside world, and reflect on how you feel. Reflect on the positive and the negative and find ways to honor those negative thoughts and experiences, while also releasing yourself from them and giving yourself grace and love. As you begin to nourish your mind, you may discover ways you want to nourish yourself physically.

### **Nourishing your body.**

Nourishing your body, comes through several means. The first we are going to discuss is an intuitive eating principle, honoring your hunger.

#### **Honoring Your Hunger**

No matter how you gave birth, your body just underwent an extreme amount of trauma. It needs food to fuel its recovery and aid in its healing. If you have chosen to breastfeed, your body is still providing nutrients for 2 bodies, and one that is growing at an incredible rate. You need calories and nutrients to aid in your baby’s growth. Now is not the time to start a diet, count calories, or worry about any of that.

Instead listen to your body, eat when you are hungry, stop when you are satisfied. And eat foods that you enjoy, and that taste and feel good. If



you are reading this before the baby arrives, try to consider meal prepping. There are a ton of amazing recipes that you can prep and freeze ahead of time, to make meal time much easier.

If baby is here, consider buying more ready prepared snacks, such as mini cucumbers and peppers, pre-portioned hummus cups, pre-cut meat and cheese for quick protein, and yogurt with granola. All of these are easy to grab and can provide quick and easy snacks.

Also consider simplifying meal time with pastas, pre-cooked meats, hard boiled eggs, and quick salads. If cooking is not your favorite, it may be time to enlist the help of your partner and turn this task over to them.

#### **Gentle Movement**

Movement, is a great way to nourish

your body. We aren’t talking about going hard at the gym. We are talking about respecting your body and all it has done. Yoga and core exercises are a great slow way to start. Walking every day and stretching and moving your legs. We spend a lot of time sitting and feeding baby. Find time for intentional *gentle* movement to help your mental health and help your body recover.

#### **Getting Outdoors**

And last, but not least, part of nourishing yourself, is taking your body outside to experience the sun. You don’t need to be outside for hours, even 10 minutes can do wonders for your mind and health. So, try and get outside everyday.

Remember, you just performed an incredible feat. You brought a baby into this world and you deserve to nourish yourself.



# Car Seat Safety



**Car Seat Safety** is often at the forefront of parent's minds, but there are so many different types of car seats and recommendations, it is hard to know what is right or wrong for each family's unique situation. When it comes to strapping your car seat into the vehicle, it is incredibly important that everything is latched correctly. Additionally, the straps must be tight enough around the child, but not too tight. The Salt Lake County Health Department offers car seat installation as well as recommendations and locations on where to get a fit test.

A properly fitting, properly installed car seat is essential to a child's safety while riding in a motor vehicle. Follow these tips to protect your most valuable cargo!

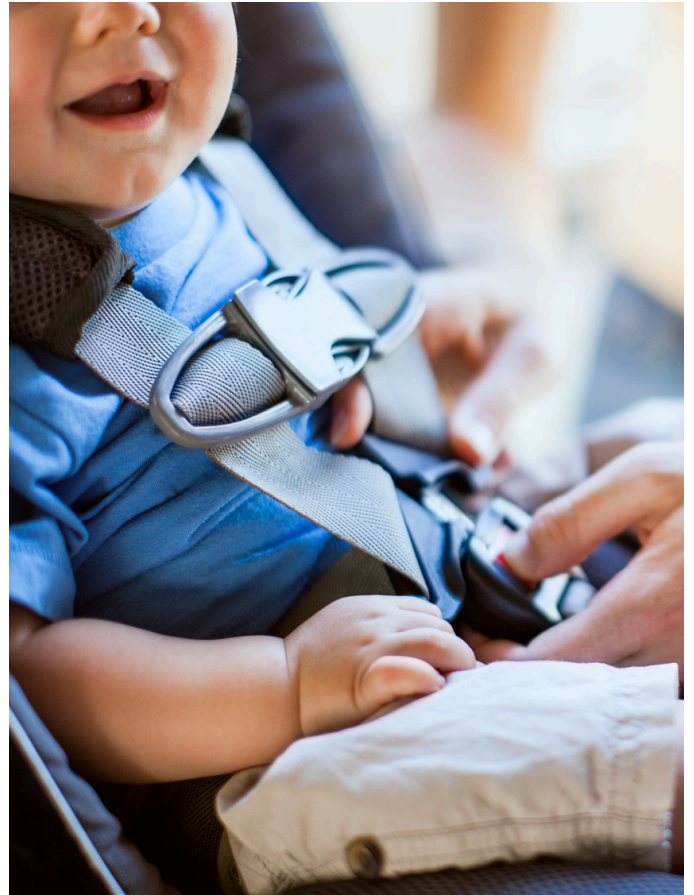
- Select a car seat based on your child's age and size.
- Select a car seat that fits your vehicle.
- Read the owner's manuals for your vehicle and your car seat so you understand where and how to properly install the seat.
- Keep children in the back seat until age 13.
- Keep children in a properly fitting car seat until they're 57 inches tall.
- Ensure that your car seat has not been recalled.
- When installed correctly, a car seat should not move more than one inch side-to-side and front-to-back.
- Attend a car seat installation class or schedule a one-on-one safety check with a certified car seat technician to ensure your car seat is installed correctly.

- Do not use a car seat that has been involved in a crash (even if the car seat appears unharmed—there could be internal damage that decreases the safety of the seat)
- We do not recommend using a secondhand car seat unless you know the full history of the seat (meaning that it has not been involved in a crash, is less than six years old, and is not past its expiration date).

## **Car Seat Fit Tests:**

Car seat fit tests are also offered by Salt Lake County Health Department where experts ensure the car seat is installed correctly and is the correct fit for your child. During the summer months, there are drive-through safety checks. They typically take 20 minutes and you and the child must be present. You can also schedule a free one-on-one safety check in West Jordan by calling 385-468-5284. Lastly, the Utah Department of Public Safety maintains a list of car seat inspection stations organized by county and city.

**The Law: Legally children need to be rear facing until 2, forward facing in a 5 point harness until 4, and in a booster until age 8**



## Car Seat Safety Myths and Facts

**Myth: You need to flip your child forward facing on their 2 year birthday**

- **Fact:** Studies have shown that it is best practice to rear face until age 4 because of the development of the spine. Follow your car seat height and weight limits, which varies by car seat. The rule of thumb is to not flip the child forward facing until the child has reached either the maximum height or weight (for some car seats this isn't until 40lbs).

**Myth: When the child's legs get scrunched up, it's time to move them forward facing**

- **Fact:** Legs bend much easier than the spine. Kids are happy to throw their legs over the sides of their car seats or sit crisscrossed. Either way, when it comes to a crash, rear facing is always safer if they have not reached the maximum weight or height of the rear facing car seat.

**Is your kid is big enough for the front seat?**

- **Fact** is it isn't about the size of the child, it is about the strength and density of the bones. Most car manufactures place warnings about anyone under the age of 13 sitting in the front seat.

**Myth: Car Seat Covers are Safe**

- **Myth:** You might be tempted to throw a blanket or even buy a specific car seat/stroller shade to keep your baby out of the sun. While it seems like a good idea, this can be quite dangerous. In a test done by child safety expert, Michelle Pratt, and founder of Safe in the Seat, after using 3 different shades and one stroller with just the built-in shade, the car seats all exceeded over 100 degrees Fahrenheit within 30 minutes of direct sunlight. Best practice? Leave the covers off and avoid the sun when possible.

For more myths and facts visit these websites:

- <https://www.hopkinsallchildrens.org/ACH-News/GeneralNews/Car-Seat-Safety-Facts-and-Myths>
- <https://safeintheseat.com/rear-facing-car-seat-myths/>







# THE FOURTH TRIMESTER

**CONGRATULATIONS!** You have a new little baby in your life, and your success in bringing them into this world, no matter how it was done, deserves celebration. You may be still riding the endorphin high that can come with holding that small bundle in your arms for the first time, or you may be in utter survival mode and feeling all the emotions that feel overwhelming and confusing, or maybe you are somewhere in the middle experiencing them both. No matter where your emotional state is, we want to normalize your experience. Everyone experiences postpartum differently, but that does not make your experience wrong; you are normal. Now let us introduce you to a concept you might now be familiar with. It is called the fourth trimester.

## **The Fourth Trimester**

The fourth trimester, refers to the 12 weeks after baby is born. It is a time where you and your baby go through huge adjustments. The fourth trimester involves you moving through many stages and

changes fairly quickly, both hormonally, emotionally, and physically. On top of the movement through all these rapid changes, you are learning how to become a mother to your newborn, whether this is your first baby and everything is new or your fifth baby where you may feel like a veteran, this newborn brings so many changes with it. This period of life also involves you learning how to care for your newborn and learning how to function as a changed family unit. This is also the time that your newborn is learning how to function outside the womb and is learning how to receive it's daily needs and how to express needs. It is a time of great change for everyone.

Because of all these changes, it is incredibly important that you learn how to take care of yourself as now your time is not only just yours anymore. This part is hard, but however difficult it may seem, taking care of yourself is vital. We will be discussing some topics that don't necessarily get talked about as often, such as sleep, visitors, baby blues, postpartum depression, anxiety, bodily changes, and mental health and well-being.

# SLEEP



**Sleep is so hard to find these days** as the baby wakes up frequently and sleep feels far and few in-between. Or maybe you are sleeping but it is constantly being interrupted by that little precious baby that is basically your 24/7/365 boss who dictates your every move.

Every new parent learns quickly that babies have different time clocks than the average adult. Our hope is to provide you a few helpful tips to add to your parenting tool kit. A typical

newborn wakes up every 2-3 hours and needs to be fed, changed, and loved on. If this is your first baby, this ticking time clock can be very overwhelming and exhaustion happens very quickly.

You may not get a solid eight hours of sleep for several months. As daunting as this phrase is, you will survive.

There are some helpful tips to help you not only survive, but thrive through this time period.

In the first few weeks, if you have the luxury, let someone else take care of

all the other responsibilities of life other than feeding your baby and taking care of yourself.

If you are in a situation that doesn't permit for that delegation of responsibilities, please sit down now and make a priority list.

Write down things that you **HAVE TO DO** to maintain health and safety for you and your baby and then list out the other **WANT TO DO** items. This way, when things start feeling overwhelming and you feel like you are not doing enough, you will be able to go back to your list that says: **HAVE TO DO** - maintain health and safety for me and my baby. When you check that off, it will assure you that everything else is just 'icing on the cake' and you are **CRUSHING IT** at this whole new mom thing.

Examples of **HAVE TO DO**s:

- Eat three meals a day
- Sleep eight hours within a 24 hour period (this **WILL** be broken up but strive for eight hours total a day)
- Shower three times a week
- Clean dishes once a day
- Wash and fold laundry once a week

Examples of **WANT TO DO**s:

- Put away dishes
- Clean the house
  - sweep, vacuum, wipe surfaces
- Shower everyday
- Get dressed

Another important tip is to sleep when you can. This may be only a few minutes of rest several times a day, but these minutes can add up.

Have you ever heard the advice, 'sleep when the baby sleeps'? As a new mom, you may be thinking 'Oh yeah, no way am I going to be able to do that, nor would I want to. I still have to maintain my life'. If you start thinking this way, please refer back to your list of **HAVE TO DO** and **WANT TO DO**. And remember to sleep whenever you can.





You need this, your body needs this to heal, your mind needs this to continue to learn and process and care for not only just you but for your baby as well, you need to reset, and sleeping is going to do just that, even if it is just for a few moments.

This will look different for everyone, if you are a first time parent, and have the opportunity to take the full 12 weeks off, please, please, please follow the advice of sleep when the baby sleeps. If you are a parent to more than one child, you have other children and responsibilities other than the newborn, this might be a good time to give yourself some grace and throw out some of your rules. If you are a minimal screen time family, it might be a good time to break that rule and give your other children an hour or two while the newborn sleeps so you can rest your eyes. It might also be time to call in reinforcements. Find yourself a tribe and reach out for help. Send your kiddo on playdates or hire a babysitter for a couple hours a week so you can sleep. Ask your partner for additional help so you can get some rest. Sleep is necessary and pride is not worth risking your sanity, so please ask for help.

Save yourself steps and time and have your baby's bed near yours to make feedings at night close by and easy. Room sharing lessens the time you are having to walk back and forth through the house and more time with your head on your pillow sleeping.

The last recommendation to help you sleep is to get outside each day. Whatever season it may be, being exposed to the outdoors and light is helpful. Put a chair outside and sit for 10 minutes, go for a walk, visit the mailbox. Just try to get outside daily. There are hundreds of studies that prove that being outside improves mental health and will help increase quality of sleep, for you and your baby.



## Visitors

It is nice to have visits from friends, family, and loved ones, but make it known that you will NOT be entertaining them. It is so hard to fight the need to entertain when you have guests over, but fight it.

Set yourself up for success and, if possible, set up expectations early on. Visitors can be wonderful. They want to love on your new babe and help you. So, don't be shy. If you are up for a visit, inform visitors that you would love to have them over if they are willing to

abide by your rules: no kissing baby, washing their hands, no coming over with even a sniffle, and with the intention to HELP you.

So, when they ask 'is there anything I can do for you?' respond, 'yes!'. Ask them to watch baby while you sleep, or make you a sandwich while you feed baby, or to do your dishes. Don't hesitate to ask for help. We promise it will ease some of the difficulties of being a new parent.

# PARTUM EMOTIONS

## Baby Blues

The after baby blues affect all postpartum women. This is NOT postpartum depression. After pregnancy there is a surge of hormones throughout the body that often result in mental and emotional distress. And while the baby blues look different for everyone, it is a normal experience. The most common symptoms of after baby blues are:

- crying
- anxiety
- moodiness
- irritability
- lack of concentration

However, the baby blues should only last about two to three weeks and then begin to level. This isn't to say they won't continue, you are going through huge emotional changes. If feelings of baby blue are continuing after the initial three weeks or are worsening, you may have moved into postpartum depression. During your time of the baby blues, do not diminish how difficult this influx of emotions can be.

Bringing a new baby home is overwhelming and exhausting. Common symptoms of the baby blues are feelings of overwhelm and trouble sleeping, but we chose to exclude them from the list above because, regardless of hormones, bringing home a newborn is exhausting and overwhelming. You are now responsible for a tiny human's needs. The newborn is 100% dependent upon you.

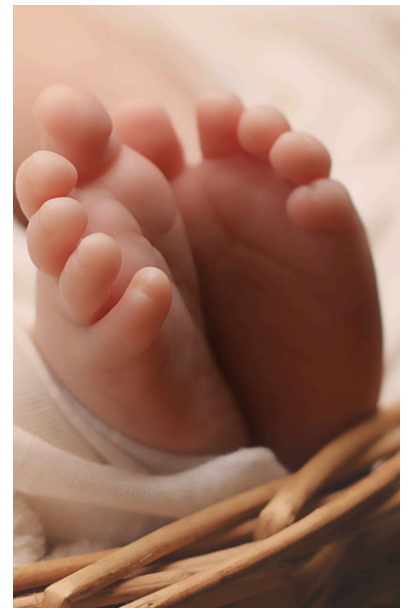


The issue with all of these symptoms, including the trouble sleeping, exhaustion and overwhelm, is when these symptoms persist past two to three weeks and are debilitating and dangerous for either the mother, child or both. That is when you should become concerned about possibly experiencing postpartum depression.

## Postpartum Depression

Postpartum depression is a continuation and expansion of the feelings described for baby blues. While this is called postpartum depression, it is important to acknowledge that it can occur anywhere from during pregnancy to up to two years after the baby is born. During this time, the body is

experiencing massive changes in hormones, increase in anxiety, and changes to the physical and emotional environment. According to Lindsey R. Standeven, MD from John Hopkins, "Untreated depression and anxiety in pregnancy is associated with preterm delivery, higher startle reflex in babies, gestational diabetes, and more." So baby blues and postpartum depression is definitely something to be aware of from the beginning of pregnancy and something to talk to a medical provider about.







## Postpartum Depression Symptoms

Postpartum depression affects at least one in five women and is both serious and treatable. The symptoms can vary but often include some of the following:

- Anxiety
- Sadness
- Anger and irritability
- Difficulty sleeping
- Intrusive thoughts (including thoughts of harming the baby)
- Severe mood swings
- Excessive crying
- Trouble bonding with the baby
- Withdrawing from family and friends
- Changes in appetite (either loss of appetite or overeating)
- Decreased interest or pleasure in activities you once enjoyed
- Fear of not being a good mother
- Feelings of hopelessness, worthlessness, shame, or guilt
- Difficulty concentrating or making decisions
- Restlessness
- Panic attacks
- Thoughts of harming yourself or your baby
- Recurring thoughts of death or suicide

While this list covers many symptoms, it is not exhaustive as postpartum depression affects everyone differently. Postpartum depression can last for months or even years, which is why seeking professional help is essential. Admitting that you're struggling doesn't make you a bad parent; it shows strength and self-awareness. There is support available, and reaching out to your primary care doctor or OB-GYN can offer immediate relief. You can also seek therapy and support through the Salt Lake County Employee Assistance Program, giving you access to six free therapy visits per year and per condition. You don't have to go through this alone, and you don't need to continue feeling this way. Help is out there. Take the first step.

## Partner Postpartum Depression Symptoms

Partner postpartum depression (PPD) refers to the emotional and mental health challenges that a partner, typically the father, may experience following the birth of a child. While much attention is given to the mother's experience with postpartum depression, partners too can face feelings of anxiety, sadness, and depression during this period. Hormonal changes, sleep deprivation, the stress of caring for a newborn, and shifts in relationship dynamics can contribute to a partner's mental health struggles. Men, for example, may experience a sense of helplessness, isolation, or even resentment as they adjust to the new responsibilities and the demands of supporting their partner and child.

The impact of PPD can be significant for both the individual and the family. It may affect their ability to provide support for the new mother, leading to a strained relationship, communication breakdown, or neglect of self-care. Left unaddressed, PPD can contribute to long-term issues such as marital conflict or mental health decline. Recognizing and seeking treatment is crucial, with options including therapy, counseling, or support groups to help partners navigate the challenges of new parenthood and prevent the condition from worsening. Early intervention helps ensure better emotional well-being for everyone involved in the family dynamic.





## Postpartum Psychosis

Postpartum psychosis is a rare but extremely serious condition that typically develops within the first week after childbirth, though it can occur later as well. If you or someone you know is experiencing any of the following symptoms, it is crucial to seek help immediately:

- Feeling confused or disoriented
- Having obsessive thoughts about your baby
- Experiencing hallucinations or delusions
- Struggling with severe sleep disturbances
- Feeling overly energetic or agitated
- Experiencing paranoia
- Making attempts to harm yourself or your baby

This condition requires urgent medical attention, as it can pose significant risks to both the mother and her baby. Please reach out for professional support right away.

## Steps To Support Recovering

You might still be wondering how you can support your treatment and overall postpartum health from home. Here are a few helpful suggestions to assist with your recovery.

- **Get at least eight hours of sleep in a 24 hour period.**
  - This could come from one four to five hour stretch of sleep at night by allowing your partner to help with one feed during the night, or by napping when the baby is napping, or by starting your bedtime routine earlier and putting your house to bed around 4pm.
- **Make nourishing food choices.**
  - If your baby is not here yet, try meal prepping some easy oven and crockpot meals. If baby is here, ask your partner to help with meal times and try to keep a basket stocked with your favorite fruits, vegetables, and easy snacks.

- **Get daily movement.**

- Daily movement can help get endorphins flowing. You must take it easy for a while, but try to get out on a daily walk or do some core and pelvic floor exercises. Going for a walk in the fresh air will help with perspective and the movement will help soothe most babies.

- **Make time for yourself.**

- Don't forget to give yourself some me time. Whether that be a bath with candles, a night out for a couple hours, or just an hour alone with a book or a paint brush. Whatever, helps rejuvenate you, do it.

- **Talk to people.**

- Motherhood can be isolating. Make time to have conversations with friends and loved ones. Avoid being alone all day and try to find ways to socialize.

- **Ask for help.**

- If you are struggling do not hesitate to ask for help and reach out to those around you. You are not alone. There are people at home and at work that care about you.

Remember you can do this!



SALT LAKE COUNTY

# RESOURCE PAGES

Information For Families



**Renowned for the  
abundance of resources  
accessible to families.**

## Employee Assistance Program

Mental Health Concierge  
Resource

---

## Mental Health Plan for PP

Goals & Contacts

---

## Mental Health Tools & Resources

Utah Department of  
Maternal Health

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## SLCo Employee Wellness Program

Join our Community

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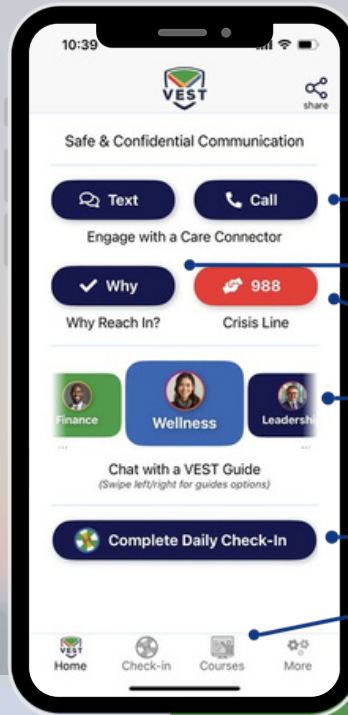
## Childcare Assistance

Help is a click away



# UNLIMITED VEST EAP SERVICES

*for you and your loved ones.*



TEXT OR TALK CONFIDENTLY

LEARN WHEN TO REACH IN

SUICIDE HOTLINE

INTERACT WITH OUR AI ASSISTANTS

DAILY RESILIENCE CHECK IN TOOL

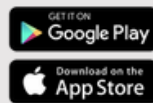
ACCESS EXPERT COURSE MATERIALS

REGISTRATION CODE  
SLcounty

## VEST SERVICES

### SERVICES ACCESSED THROUGH OUR APP

DOWNLOAD THE APP & ENTER  
YOUR REGISTRATION CODE



### PROACTIVE PERSONAL MENTAL AND EMOTIONAL HEALTH

(Licensed counseling and therapy is  
offered separately)

- ✓ Customized App service delivery
- ✓ Onboarding for App use and services review
- ✓ Text and Call access to app services
- ✓ Weekly text messaging including Hope & Norm
- ✓ Unlimited 24-hour access to 988 crisis line in App
- ✓ VEST Resilience Wheel, a daily self check-in tool for wellness
- ✓ Unlimited text and call to connect with clinicians
- ✓ Unlimited access to wellness resource library
- ✓ Long-term counseling and residential treatment referrals (4)
- ✓ Financial consultations
- ✓ Legal consultations
- ✓ Senior residential care consultations
- ✓ Electronic marketing materials
- ✓ A dedicated Client Success Manager
- ✓ CISM event support
- ✓ Anonymous usage analytics provided on quarterly basis
- ✓ Unlimited monthly wellness webinar access
- ✓ Unlimited CARE Center in-the-moment Mental Health First Aid
- ✓ Unlimited access to VEST Mental Resilience Course
- ✓ Access to AI Guides in Wellness, Leadership, Financial, and Legal



# Mental health tools during pregnancy and after birth



S

**Sleep:** Aim for four to six hours of sleep in a row, at least three nights a week. Ask a family member or friend to give the first feeding of the night so you can get enough rest.

U

**Understand:** Counseling with a trained maternal mental health professional prevents and treats mental health issues. Learn more by calling *Help Me Grow* at 801-691-5322, or by visiting [MaternalMentalHealth.utah.gov](https://MaternalMentalHealth.utah.gov) to find help.

N

**Nutrition:** Take a prenatal vitamin through one year postpartum. Avoid caffeine and sugar when possible. Include protein and unsaturated fats at every snack and meal. Drink two large pitchers of water daily.

S

**Support:** Share your feelings with a trusted friend or family member, or find a support group online or in-person. Search for local support groups on [MaternalMentalHealth.utah.gov](https://MaternalMentalHealth.utah.gov). Ask for help with baby care – getting an hour each day to yourself is essential.

H

**Humor:** Make time for silliness and joy each day. A funny movie, time with friends, or tickling your children can all improve your mood. If laughing seems impossible, it is time to seek more support.

I

**Information:** Take the Edinburgh Postnatal Depression Scale monthly for a year postpartum to track your mental health. Call your provider if your score is 10 or above, or if you marked anything other than “never” on question 10 about self-harm.

N

**Nurture:** Care for yourself through: nature, spiritual practices, music and art, meditation, dates with friends, etc. Schedule weekly time in your calendar to do things you enjoy outside of motherhood.

E

**Exercise:** Walking 10-20 minutes a day can help your body, mind, and spirit heal and stay emotionally healthy. You can also try yoga or stretching if your provider gives you the go-ahead.

Created in partnership with the Utah Department of Health and Human Services and Postpartum Support International Utah

To find Utah-based support groups, a counselor/therapist, or any other maternal mental health professional visit: [MaternalMentalHealth.utah.gov](https://MaternalMentalHealth.utah.gov)

# SUPPORT FOR YOU



Edinburgh Postnatal  
Depression Scale



Perinatal Mental Health  
Condition - Signs

## WE ARE IN THIS TOGETHER

You are not alone—motherhood can be beautiful and incredibly challenging all at once. We recognize the weight you carry and the love you give, even when it's hard. Your efforts matter, and we see you, deeply and with compassion.



STAY CONNECTED @[MATERNALMENTALHEALTHUTAH](https://maternalmentalhealthutah.com)



# POSTPARTUM & MENTAL HEALTH PLAN

## 1. Support System

Partner/Spouse:

---

Family Member(s):

---

Friend(s):

---

Emergency Contact Name:

---

Emergency Contact Phone:

---

OB/GYN & Phone:

---

Pediatrician & Phone:

---

Therapist/Counselor & Phone:

---

Lactation Consultant & Phone:

---

## 2. Postpartum Physical Recovery Plan

Location of Birth:

---

Planned Length of Hospital Stay:

---

Pain Management Plan:

---

# POSTPARTUM & MENTAL HEALTH PLAN

Rest/Sleep Goals:

---

Help with Meals:

---

Help with Chores:

---

Transportation Support:

---

## 3. Mental Health & Emotional Well-being

Past Mental Health History (Depression, Anxiety, etc.):

---

Currently on Medication (Name & Dosage):

---

Activities That Help Me Feel Grounded:

---

People I Can Talk To:

---

Places or Routines That Help:

---

Preferred Response if I'm Struggling:

---

What Not to Say:

---

Helpful Support to Offer:

---

## 4. Daily Self-Care Essentials



# POSTPARTUM & MENTAL HEALTH PLAN

Nutrition Goal and Notes:

---

Hydration Goal and Notes:

---

Sleep Goal and Notes:

---

Hygiene Goal and Notes:

---

Movement Goal and Notes:

---

Time for Self Goal and Notes:

---

## 5. Feeding Plan

Primary Feeding Method:

---

Support Needed:

---

Anticipated Challenges:

---

## 6. Social & Emotional Support Plan

Preferred Visiting Plan:

---

Preferred Social Contact:

---

Alone Time Boundaries:

---

# POSTPARTUM & MENTAL HEALTH PLAN

## 7. Crisis Plan

Primary Support Person to Contact:

---

Therapist or Doctor to Contact:

---

Date:

---

Signature:

---

***National Maternal Mental Health Hotline: 1-833-943-5746 (24/7)***

***Call 988 for Suicide & Crisis Lifeline***



# Roadmap to Wellness

Your Journey to Well-Being



[www.saltlakecounty.gov/employee-wellness](http://www.saltlakecounty.gov/employee-wellness)

## 02 Earning Points

Points are awarded for completed activities, with more engagement leading to more points. The program offers various ways to earn points and participate.



## 04 Tons of Opportunities

There are numerous events and activities held throughout the year, ensuring you always have opportunities to earn points. You don't need to commit to intense physical challenges—simple actions like attending a wellness seminar or participating in a wellness check can earn you points.



## Participation 01

As an employee, you can participate in wellness activities like fitness challenges, health screenings, nutrition workshops, mental health activities, and fitness classes.



## Flexibility 03

You can engage in activities at your own pace and based on your availability, making it easy to integrate wellness into your routine. Whether you are interested in physical fitness or mental well-being, the program has something for everyone.



## Support 05

With constant opportunities to participate and earn points, you'll be motivated to keep engaging, and increasing your wellness



# Sign-up!



A group of people, including a woman in a tan sweater and a man in a blue patterned shirt, are sitting in a circle and talking. The background is a light-colored wall with a green plant.

SLCo Employee Wellness Program

Parents Support Online Chat Group

**Join the SLCo Parents Support Group Chat - where you can find a community, aid in brainstorming solutions, ask for advice, share your parenting tips and tricks and learn from others.**

Also Included

**Live & Recorded Parenting Workshops**

[Join the group](#)



# FAMILY CRISIS CENTER

## SALT LAKE COUNTY FAMILY SUPPORT CENTER

Our crisis nurseries are a safe haven for parents and children, offering respite for any caregivers who need a break—no matter the reason. More than simply childcare, our team strives to provide the best possible experience for each child by creating a safe environment while also teaching children social-emotional tools to use when they leave our nursery.

The Family Support Center is happy to offer FREE Crisis Nursery care for children ages 0–11 in three locations throughout the Salt Lake Valley. The number one reason caregivers seek services at the nursery is respite. Other reasons include therapy appointments, emergency daycare, court appointments, and medical emergencies. Call 385-231-1209 to schedule or email questions to [crisisnursery@familysupportcenter.org](mailto:crisisnursery@familysupportcenter.org)

**Who:** Anyone in the community- No income limits or qualification. Children can be between ages 0-11.

**How Often:** Two times a week for up to four hours or five times a year full-time care for work or school purposes.

**How:** You must reserve your spot ahead of time by simply calling the facility. During your first appointment, be sure to arrive 40 minutes early for paperwork purposes.



### SUGAR HOUSE CRISIS NURSERY

801-487-7778  
2020 South Lake Street  
Salt Lake City, UT 84105  
Monday—Friday  
De Lunes a Viernes  
7:00 AM to 8:00 PM\*

### WEST VALLEY CRISIS NURSERY

801-967-4259  
3663 South 3600 West  
West Valley City, UT 84119  
Monday—Friday  
De Lunes a Viernes  
7:00 AM to 8:00 PM\*

### MIDVALE CRISIS NURSERY

801-255-6881  
777 West Center Street  
Midvale, UT 84047  
Monday—Friday  
De Lunes a Viernes  
7:00 AM to 8:00 PM\*

### Crisis Nursery Visits

Call 385-231-1209 to schedule your children in one of our nurseries. You will need to fill out paperwork at your first visit. Please plan to arrive at least 20 minutes before your child's first scheduled drop-off time to fill out paperwork on-site.

# CHILDCARE ASSISTANCE

UTAH.GOV  
CHILD CARE ASSISTANCE



Looking for childcare is stressful for all parents; however Utah has made it easier by providing several resources to help narrow your search and provide assistance if you qualify.



<https://jobs.utah.gov/occ/cac.html>

This website is a place where parents can search for childcare. You can search by cost, location, languages, etc. All of the childcare provided on this site is a registered center with the state.



<https://childcare.licensing.utah.gov/parents-and-public/child-care-facility-record/>

This website provides compliance history for childcare centers. It is recommended to search a childcare center's history to see any and all violations they have had.



<https://jobs.utah.gov/customereducation/services/childcare/>

This website can help determine if parents are eligible to receive financial assistance for childcare. Assistance varies by number of kids and income, so it never hurts to see if you qualify.



