

# WORKPLACE LACTATION ACCOMMODATION: The Basics for Supporting Breastfeeding in the Workplace and Community

**The webinar will begin shortly.**

Please type all questions into the chat box of Adobe Connect at any time. They will be addressed at the end of the presentation.



# Overview

- Breastfeeding info and data overview
- Lactation accommodation laws
- Why have a workplace lactation program
- How to accommodate breastfeeding employees
- Resources



# Importance of Breastfeeding

- Leading health organizations recommend infants receive only breastmilk for the first 6 months of life.
  - ▣ To protect the health of both infant and mother
  - ▣ Prevent childhood obesity
- A 2014 meta-analysis showed a significantly reduced risk of childhood obesity associated with breastfeeding. *Yan . BMC Pub Health. 2014.*
  - ▣ Dose-response effect between reduced obesity risk and breastfeeding duration.
- Breastfeeding has the potential to impact the approximately 4 million infants born each year in the US and their mothers.

US HHS. *The Surgeon General's Call to Action to Support Breastfeeding.* 2011.

# Breastfeeding Health Benefits

Lower risks of...

For baby:

- ❑ Asthma
- ❑ Childhood leukemia
- ❑ Childhood obesity
- ❑ Ear infections
- ❑ Eczema
- ❑ Diarrhea/vomiting
- ❑ Respiratory Infections
- ❑ SIDS
- ❑ Type 2 diabetes

For mom:

- ❑ Breast cancer
- ❑ Ovarian cancer
- ❑ Type 2 diabetes

\* Risks decrease as breastfeeding duration and exclusivity increase

# Benefits to Society

- Saves lives – if 90% of US families breastfed exclusively for 6 months, could prevent nearly 1,000 deaths
- Saves money – US would save \$2.2 billion annually through lower medical care costs
- Better for the environment – breast milk is a renewable resource that comes prepackaged and warmed. Formula and supplies create large amounts of waste.

# Breastfeeding and Work

- 57.3% of new mothers in the workforce, an increase of 80% in the past 20 years.

US Dept Labor Women's Bureau. 2014.

- Working outside the home negatively impacts both initiation and duration of breastfeeding.

Mandal. *Health Policy*. 2010.

- Women planning to return to work after childbirth are less likely to initiate breastfeeding and breastfeed for shorter durations compared to unemployed mothers.

Gielen . *Pediatrics*. 1991.

Fein. *Am J Pub Health*. 1998.

# Breastfeeding Report Card 2014

## Proportion of infants who are breastfed

<b>Breastfed</b>	<b>US National</b>	<b>Colorado</b>	<b>Healthy People 2020 Target</b>
Ever	79.2%	81.0%	81.9%
At 6 months	49.4%	55.2%	60.6%
At 1 year	26.7%	29.3%	34.1%
Exclusively through 3 months	40.7%	50.3%	46.2%
Exclusively through 6 months	18.8%	25.8%	25.5%

# Barriers to Breastfeeding

- ❑ Lack of knowledge
- ❑ Poor family and social support
- ❑ Social norms
- ❑ Employment and child care
- ❑ Barriers to health services and lactation problems



# Breastfeeding Disparities

- Ethnic/racial minorities – African Americans typically have the lowest breastfeeding rates
- Low income and hourly workers – reduced initiation, duration and exclusivity
  - ▣ Lack of support
  - ▣ Lack of knowledge
  - ▣ Social norms
  - ▣ Employment



# Workplace Lactation Accommodation

Why create a program?

# Why Accommodate?

- Comply with Colorado and Federal laws
- Increase employee satisfaction and retention
- Financial benefits for the company
- Improve the health of Colorado communities



# Federal Law

- Effective 2010 – Fair Labor Standards Act (FLSA) of 1938 amended with addition of Section 4207 of the Patient Protection and Affordable Care Act (ACA)
- All employers covered by FLSA – employers with >50 employees MUST:
  - Provide reasonable break time for an employee to express breast milk each time such employee has a need to express milk
  - Provide a private place, other than a bathroom
  - Up to 1 year after the child's birth

# Federal Law



- Employers with <50 employees may argue undue hardship (i.e., significant expense, difficulty) – must be documented/demonstrated
- Law states nothing preempts a State law that provides greater protections to employees

# Colorado State Law

- Passed in 2008 – Workplace Accommodations for Nursing Mothers Act
- Employers of 1 or more employees (public or private) MUST:
  - Provide reasonable time (paid or unpaid break and/or meal time) for mothers to express milk at work
  - Provide suitable, private space (other than a toilet stall)
  - Not discriminate against mothers who express their milk
  - Up to 2 years after the child's birth

# Federal vs State Laws

Colorado state law precedes Federal law =  
Colorado employers must accommodate based on  
state law

## Differences:

### Federal Law

- >50 employees
- 1 year after child's birth

### Colorado Law

- 1 or more employees
- 2 years after child's birth

# Employee Satisfaction

- Employees of companies with lactation support feel more productive and loyal to the company
- Employees work later into pregnancy, return to work sooner, and work more on their own time
- Higher retention rates Galtry. 1997; Frank. 1998.
  - ▣ More likely to return to work after maternity leave
  - ▣ More likely to remain with the company

One study of several companies found 94.2% retention rate of employees after maternity leave (national average of 59%)

*Ortiz. Pediatr Nurs. 2004.*

# Reduced Absenteeism

Breastfed babies are healthier. Less illness = parents are less likely to miss work.

- One-day absences occur twice as often for employees whose babies are **not** breastfed
  - ▣ CIGNA Insurance Case Study – lactation program resulted in 77% reduction in lost work time due to infant illness. Annual savings = \$60,000
- Absenteeism rates are lower for male employees when female partners breastfeed

# Financial Benefits

- Lower health care costs
  - Estimated \$13 billion per year could be saved in health care costs if 90% of mothers exclusively breastfeed their infants for 6 months
  - For every 1,000 babies NOT breastfed (compared to exclusively breastfed babies) there are an EXTRA:
    - 2,033 physician visits
    - 212 hospitalization days
    - 609 prescriptions



# Financial Benefits

## □ Mutual of Omaha Case Study

For mother's participating in company's lactation program:

- Newborn health care costs were 3 times less (\$1,269 vs. \$3,415)
- Annual savings of health care costs alone = \$115,881
- Savings per employee \$2,146



**MUTUAL** *of* **OMAHA**

Mutual of Omaha. 2001.

# Financial Benefits

## □ Aetna Case Study

Reviewed Return on Investment for Aetna's lactation support program

- Savings of \$1,435 in medical claims for each breastfed infant in the first year of life
- Annual savings in health care claims = \$108,737
- Return on Investment (ROI) of 3 to 1



A recognized leader in the health care landscape

Ball. 2001.

# Financial Benefits

- Cost of replacing employees
  - Separation costs
    - Paying off accrued leave
    - Arranging for temporary replacement staff
    - Loss of experience and knowledge
  - Replacement costs
    - Management time
    - Recruitment/advertising costs
    - Travel and relocation expenses
    - Lost time in productivity
    - Training costs



# Health Improvements

- Rates of initiation and duration are higher in women with:
  - ▣ Longer maternity leave
  - ▣ Work part time rather than full time
  - ▣ Have lactation support programs at work



US HHS. *The Surgeon General's Call to Action to Support Breastfeeding*. 2011.



# How to create a lactation program

# Baseline Needs Assessment

- How many women and men will benefit?
- What options do employees have/need?
- What policies are needed?
  - If policies are in place, are employees and supervisors aware of policies?
  - Have policies been implemented?
- What documentation will be required?

Sample Breastfeeding Friendly Business Assessment tool available at [www.breastfeedcolorado.com](http://www.breastfeedcolorado.com) under Breastfeeding in the Workplace

# Choosing Employers to Target

- Begin with your own organization first
- Target low hanging fruit first
- Look for largest employers in your community
- Large companies or government
- National employers with lactation policies – ensure implementation and employees are aware
- Look for employers with wellness programs or family friendly businesses

# Program Oversight



- Human Resources Department – employee benefits
- Work/Life Departments
- Health/Wellness/Fitness
- Employee Relations
- Employee Assistance Program (EAP)

# Resources

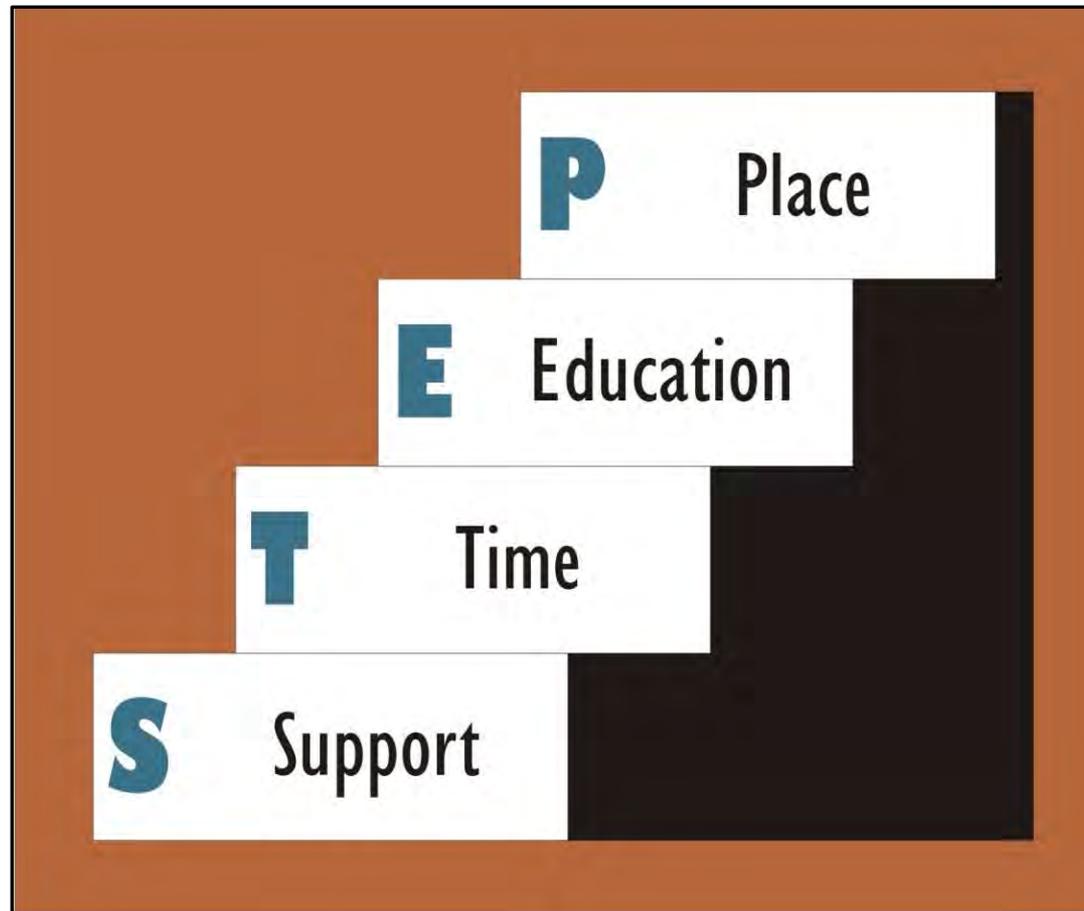


- Colorado Department of Labor and Employment: [www.colorado.gov/cdle/labor](http://www.colorado.gov/cdle/labor)
- Office on Women's Health, US Dept of Health and Human Services: [www.womenshealth.gov/breastfeeding/employer-solutions/index.html](http://www.womenshealth.gov/breastfeeding/employer-solutions/index.html)
- United States Breastfeeding Committee: [www.usbreastfeeding.org/p/cm/ld/fid=11](http://www.usbreastfeeding.org/p/cm/ld/fid=11)
- CDPHE: [www.breastfeedcolorado.com](http://www.breastfeedcolorado.com)
- Colorado Breastfeeding Coalition: [www.cobfc.org](http://www.cobfc.org)

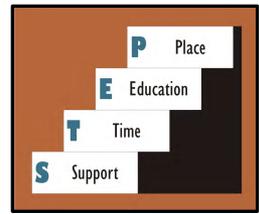
# Policy Development

- Summary = promotes environment where breastfeeding is supported
- Purpose = healthier infants/community.  
Breastfeeding is a normal part of daily life for nursing mothers
- Policy:
  - ▣ Flexible schedules – break time
  - ▣ Space – lactation room protocols and procedures
  - ▣ Shared pump – if applicable

# Simple STEPs to Lactation Support

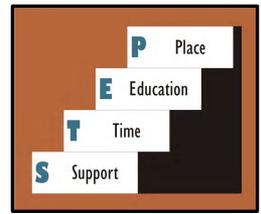


# Support



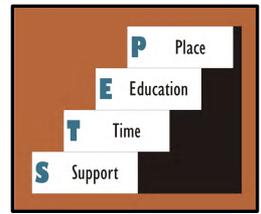
- Top-level down support
    - ▣ Set the tone, communicate the rationale, establish expectations of support
  - If reluctant to institutionalize a policy:
    - ▣ Develop the program, then the policy
    - ▣ Integrate lactation support within existing policies (e.g., sexual harassment policies, employee health benefits, employee wellness policies)
  - Ensure all managers/supervisors are aware of program/policy
    - ▣ Provide in supervisor training/orientation
- \*Manager support is huge in employee success

# Support



- In company lactation support programs
  - Provide access to lactation professionals/referrals document, etc.
    - Refer to local WIC clinic or hospitals breastfeeding support programs, La Leche Leagues
  - Mother-to-mother support
    - Monthly lunchtime support group meetings
    - Bulletin boards and shared journal in lactation rooms
    - Electronic discussion forum on website

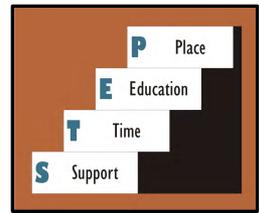
# Time



## Needs of nursing women

- Milk production is an ongoing process
- Frequent breast drainage keeps mothers comfortable and stabilizes milk production (demand builds supply)
- Pumping during break/meal times
  - 2-3 milk expression sessions needed during a typical 8 hour work day (15-20 minutes each, depending on mother and age of baby)
  - If more time is needed:
    - Offer as paid or unpaid time
    - Flexible schedule (work earlier or later to make up time)
    - Continue working while expressing

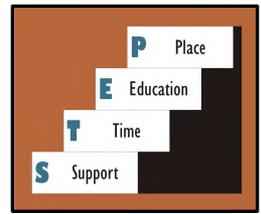
# Education



Necessary for both employer and employee

- Include in new employee orientation, supervisor orientation/trainings
- Provide educational materials and list of community resources to all mothers
- Provide to mothers during pregnancy before maternity leave begins
- Provide brown bag or lunch and learn meetings
  - Employee benefits/lactation program
  - Tips for combining work and breastfeeding
  - Supportive tips for returning to work and setting a milk expression session

# Education - Resources



- **Employee's Guide to Working and Breastfeeding**

US Department of Health and Human Services

[mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/employeeguide.pdf](https://mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/employeeguide.pdf)

- ▣ Designed for pregnant and breastfeeding employees

- **Easy Steps to Supporting Breastfeeding Employees**

US Department of Health and Human Services

[mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/easysteps.pdf](https://mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/easysteps.pdf)

- ▣ Designed for Human Resource Managers – step-by-step instructions on how to implement a lactation program

- **For Business Managers**

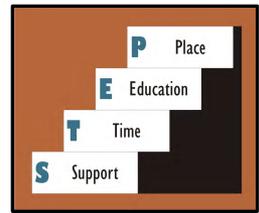
US Department of Health and Human Services

[mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/businessmanagers.pdf](https://mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/businessmanagers.pdf)

# Place



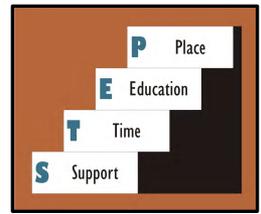
# Place



- Establish a designated space
  - ▣ Can be as small as 4' x 5'
  - ▣ Can be temporary
  - ▣ Easily accessible, close proximity
  - ▣ Electrical outlet
  - ▣ Private:
    - Partitions, screens, curtains
    - Small closet or storage space converted
    - Dressing room
  - ▣ Added benefit to have or be near sink
  - ▣ Multi-user pump



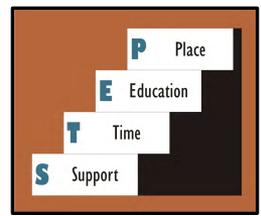
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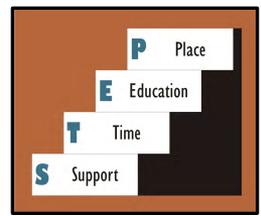
- Single user vs multiple users
- Traditional office settings
  - ▣ Private office or office of co-worker
  - ▣ Conference room
- Converted closet or storage room
- Flexible space – pop ups/tents
- Shared space with other businesses



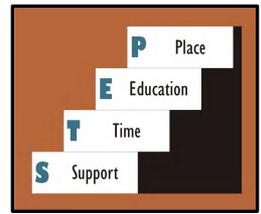
# Place – Room Options



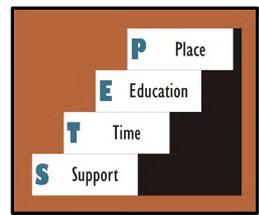
# Place – Room Options



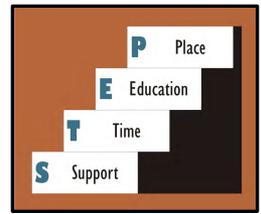
# Place – Room Signs



# Place – Room Signs



# Place – Number of Rooms



- Factors in determining number of rooms needed:
  - Types of work spaces
  - Physical size of company and number of buildings
  - Numbers of women of childbearing age
  - Breastfeeding rates
  - Typical work period
  - Times when most women tend to pump

# Milk – Expression and Storage

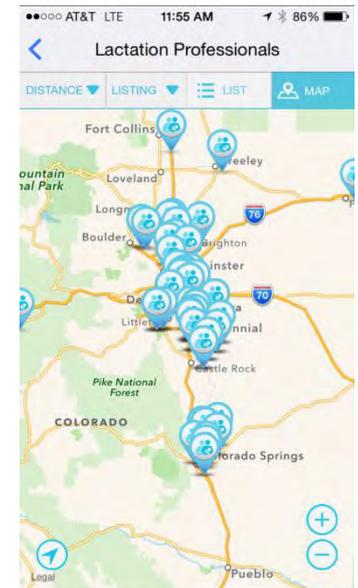
- Breast pump
  - ▣ Purchase or rent hospital grade multi-user pump – provide, subsidize or sell attachment kits
  - ▣ Provide or subsidize cost of single user electric pump
  - ▣ Ask mothers to provide their own
- Affordable Care Act (ACA) – requires health insurance to cover:
  - ▣ Cost of pump rental or purchase at little to no cost
  - ▣ No cost pre- and postnatal counseling from a trained provider for each child
  - ▣ No cost preventative health services

# Milk – Expression and Storage

- OSHA regulations state human milk is **not** “occupational exposure”
- Storage Needs:
  - ▣ Breast milk must be refrigerated/kept cool
  - ▣ Provide small refrigerator in or near lactation room
  - ▣ Provide cooler packs
  - ▣ Allow breast milk storage in standard refrigerator

# Community Resources

- Develop community resource list to provide to employers - Employers can provide to employees
- Remember to include:
  - ▣ Local breastfeeding-friendly health care providers
  - ▣ Local hospital support groups
  - ▣ Local WIC agency
  - ▣ La Leche League
  - ▣ Mother's groups
  - ▣ latchME app



# Resources

- Visit Breastfeeding in the Workplace on CDPHE Breastfeeding Essentials website:  
[www.breastfeedcolorado.com](http://www.breastfeedcolorado.com)
- Office of Women's Health, US Dept of Health and Human Services:  
[www.womenshealth.org/breastfeeding](http://www.womenshealth.org/breastfeeding)
- United States Breastfeeding Committee:  
[www.usbreastfeeding.org](http://www.usbreastfeeding.org)

# YouTube Video



<https://www.youtube.com/watch?v=NIIQHlop6yA>

More videos at:

[www.youtube.com/user/cobfcvideos/videos](https://www.youtube.com/user/cobfcvideos/videos)

# Thank you!



Eat Local Breastfeeding / Nursing L... by TerryBain

Zazzle

**Questions?  
Suggestions?**

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