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.
  - 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.
  

- 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.
  
Breastfeeding Report Card 2014

Proportion of infants who are breastfed

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

CDC National Immunization Survey (NIS), 2011 births
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
  - 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%).


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

Ball. 1999.
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. 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

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

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
- Office on Women’s Health, US Dept of Health and Human Services: 
- United States Breastfeeding Committee: 
  www.usbreastfeeding.org/p/cm/ld/fid=11
- CDPHE: www.breastfeedcolorado.com
- Colorado Breastfeeding Coalition: 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

STEPS:
- Place
- Education
- Time
- 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
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
  - 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
  - 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
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
Place

- 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
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

- Office of Women’s Health, US Dept of Health and Human Services:
  www.womenshealth.org/breastfeeding

- United States Breastfeeding Committee:
  www.usbreastfeeding.org
YouTube Video

https://www.youtube.com/watch?v=NllQHl0p6yA

More videos at:
www.youtube.com/user/cobfcvideos/videos
Thank you!

Questions?
Suggestions?

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