

Tool Kit Reproducible Resources

The Tool Kit contains both electronic files and hard copies of the following materials. The reproducible templates can be personalized to fit your needs.

- **Worksite Breastfeeding Support Policy**
- **Sample Assessment Form**
- **Timeline for Implementing a Lactation Support Program**
- **Lactation Support Program Feedback Forms**
- **Promotional Flyers**
- **Promotional Table Tent**
- **Drop-in Newsletter Communications**
- **Poster**
- **Resource Guide**
- **Employer Spotlights**

Policy for Supporting Breastfeeding Employees

In recognition of the well documented health advantages of breastfeeding for infants and mothers, *[name of company]* provides a supportive environment to enable breastfeeding employees to express their milk during work hours. This includes a company-wide lactation support program administered by *[name of department]*.

[Name of company] subscribes to the following worksite support policy. This policy shall be communicated to all current employees and included in new employee orientation training.

Company Responsibilities

Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

■ Milk Expression Breaks

Breastfeeding employees are allowed to breastfeed or express milk during work hours using their normal breaks and meal times. For time that may be needed beyond the usual break times, employees may use personal leave or may make up the time as negotiated with their supervisors.

■ A Place to Express Milk

A private room (not a toilet stall or restroom) shall be available for employees to breastfeed or express milk. The room will be private and sanitary, located near a sink with running water for washing hands and rinsing out breast pump parts, and have an electrical outlet. If employees prefer, they may also breastfeed or express milk in their own private offices, or in other comfortable locations agreed upon in consultation with the employee's supervisor. Expressed milk can be stored *[in general company refrigerators/in designated refrigerators provided in the lactation room or other location/in employee's personal cooler]*.

■ Breastfeeding Equipment

[Name of company] *[provides/ subsidizes/ rents]* electric breast pumps to assist breastfeeding employees with milk expression during work hours. The company provides *[hospital grade pump that can be used by more than one employee/ or portable personal use electric breast pump that the employee retains]* throughout the course of breastfeeding for the employee. *[If using a standard hospital-grade pump, indicate whether the company provides/ subsidizes personal attachment kit or where the employee can purchase the kit.]* *[Indicate whether breast pumps are also available for partners of male employees.]*

- **Education**

Prenatal and postpartum breastfeeding classes and informational materials are available for all mothers and fathers, as well as their partners.

- **Staff Support**

Supervisors are responsible for alerting pregnant and breastfeeding employees about the company's worksite lactation support program, and for negotiating policies and practices that will help facilitate each employee's infant feeding goals. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees.

[List other components specific to your company's program]

Employee Responsibilities

- **Communication with Supervisors**

Employees who wish to express milk during the work period shall keep supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the company.

- **Maintenance of Milk Expression Areas**

Breastfeeding employees are responsible for keeping milk expression areas clean, using anti-microbial wipes to clean the pump and area around it. Employees are also responsible for keeping the general lactation room clean for the next user. This responsibility extends to both designated milk expression areas, as well as other areas where expressing milk will occur.

- **Milk Storage**

Employees should label all milk expressed with their name and date collected so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of her milk using *[company provided refrigerator/personal storage coolers]*.

- **Use of Break Times to Express Milk**

When more than one breastfeeding employee needs to use the designated lactation room, employees can use the sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs.

Lactation Program Assessment Form

Human Resources	
Number of employed women of childbearing age (16-44)	
Percent of female employees employed full-time	
Number of male employees ages 16-44	
Number of pregnancies among employees annually	
Breastfeeding rates of employees (if known)	
Current turnover rate among women who take maternity leave	
Current rates of absenteeism among new mothers and fathers	
Company Policies	
What existing policies provide support services for breastfeeding employees?	
What is the company's maternity leave policy? Does the company provide FMLA or Disability Insurance for maternity leave?	
<p>What policies allow for a gradual return to work following maternity leave?</p> <ul style="list-style-type: none"> <input type="checkbox"/> Part-time employment <input type="checkbox"/> Job-sharing <input type="checkbox"/> Telecommuting <input type="checkbox"/> Flextime <input type="checkbox"/> Other _____ 	

What break policies could be adapted to allow for milk expression breaks?

What new policies would need to be developed to provide for lactation support?

Program Components

What department could likely serve as the administrative home for the lactation support program?

- Wellness division
- Employee health unit
- Human Resources
- Personnel
- Other _____

What funding is available to support a lactation support program?

What realistic options do women currently have for expressing milk during the work period in privacy (other than a toilet stall)?

- Personal office
- Office of another employee
- Designated lactation room
- Other space

If no designated lactation room exists, what options might be available for a space with an electrical outlet that can be locked?

- Unused office space
- Closet or other small space
- A room created within another space
- Other _____

What type of breast pump equipment do breastfeeding employees currently receive?

- None - employees use their own breast pump equipment
- Company purchases hospital-grade electric breast pumps
- Company rents hospital-grade electric breast pumps
- Company provides/subsidizes portable personal use pumps

<p>Where do employees currently store breast milk that they express during the work hours?</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Employee provided cooler pack <input type="checkbox"/> Company provided cooler pack <input type="checkbox"/> Small refrigerator designated for breast milk storage <input type="checkbox"/> Public shared refrigerator <input type="checkbox"/> Unknown
<p>What educational materials are currently available for pregnant and breastfeeding employees?</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Prenatal/postpartum classes <input type="checkbox"/> Pamphlets <input type="checkbox"/> Books <input type="checkbox"/> Videos <input type="checkbox"/> Company Web site <input type="checkbox"/> Information about community resources <input type="checkbox"/> Other _____
<p>What community resources are available to assist in developing a lactation support program and/or to provide direct services to breastfeeding employees?</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Hospital or private clinic nurses <input type="checkbox"/> Lactation consultants at the hospital or in private practice <input type="checkbox"/> WIC program <input type="checkbox"/> La Leche League group <input type="checkbox"/> Local breastfeeding coalition <input type="checkbox"/> Other groups
<p>What in-house promotion options are available?</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Company newsletter <input type="checkbox"/> Memos/emails <input type="checkbox"/> Company Web site <input type="checkbox"/> Employee health fair <input type="checkbox"/> Other _____

Timeline for Implementing a Lactation Support Program

Note: the actual time frame for implementing a lactation support program varies, and can be much shorter or longer depending on the size of the company and other internal or external factors. The steps to the process, however, are applicable to most companies.

Month 1 **Initial Program Planning**

- Review existing research about the value of a lactation support program. (See *The Business Case for Breastfeeding* brochure or check the Resource Guide to access a local breastfeeding coalition or lactation experts who can help.)
- Talk to other employers who have implemented successful lactation programs. (*The Business Case for Breastfeeding* materials provide features of many companies with contact persons. You can also check the Resource Guide section on the *Tool Kit* CD to find out how to access your local breastfeeding coalition or lactation expert who can help with names of companies you can contact.)
- Identify potential stakeholders within the company and initiate dialogue about the program.
- Contact community resources to identify options for:
 - Consultation in establishing the corporate program
 - Formal and informal education for employees
 - Direct lactation assistance for breastfeeding employees
 - Acquisition of breast pump equipment

Month 2 **Research**

- Examine any company data related to employee absenteeism and turnover rates, numbers of female workers of childbearing age, maternity leave policies, etc.
- Identify employee needs and environmental constraints to breastfeeding within the company (either through a formal needs assessment or through dialogue with pregnant and current or previous breastfeeding employees).

Month 3

Strategy Planning

- Convene a stakeholders meeting with diverse departmental representatives to discuss results of data collected, and to review options for:
 - Milk expression break policies
 - Constructing, renovating, or converting a designated space in the company into one or more lactation rooms
 - Breast pump equipment
 - Storage and handling of human milk
 - Gaining buy-in from other employees

- Establish a mechanism for gathering baseline data that could be used as a comparison for tracking program success.

Month 4

Program Development

- Present program strategy to management and appropriate departments to gain approvals and buy-in.

- Assign a task force to begin program development.

- Begin development of a company-wide breastfeeding support policy.

- Process contracts and purchase orders required for program components, including:
 - Facilities contractors
 - Breast pumps
 - Amenities for the lactation room
 - Lactation consultation services
 - Educational and promotional materials

- Complete physical improvements for a lactation room.

Month 4-5

Program Implementation

- Plan a coordinated approach to announce and promote the program.

- Inform department heads and supervisors about the program.

- Provide a brief training orientation about the program with current employees.

Ongoing **Program Tracking and Evaluation**

- Establish a feedback system for breastfeeding employees, co-workers, and supervisors to gain ongoing input into streamlining the program.
- Communicate with supervisors and managers regarding the impact of the program.
- Review company absenteeism and turnover rates periodically to track the potential impact of the program.

Lactation Support Program Feedback Form

For Breastfeeding Employees

Thank you for participating in our Company Lactation Support Program!

Congratulations for continuing to breastfeed after your return to work! Please take just a few moments to complete this lactation support program feedback form to provide us with your suggestions for ways we can continue to improve services to breastfeeding employees. We urge you to continue to spread the news about the program to your pregnant and breastfeeding colleagues, as well.

Name _____

Position/Title _____

Department _____

How old was your baby when you
returned to work? _____ months weeks

How long did you express milk
at work for your infant? _____ months weeks

How long did you breastfeed or provide your milk
for your infant? _____ years months weeks

How old was your baby when you first introduced any foods or drinks other than
breastmilk? _____ months weeks days

How valuable were lactation program services to helping you meet your infant feeding goals? On a scale of 1-5, with 5 being "Extremely Valuable" and 1 being "Did not Participate," please rate the program services listed on pages 2-4.

Milk Expression Room	Extremely Valuable 5	Valuable 4	Somewhat Helpful 3	Not Helpful 2	Did not Participate 1
Company designated lactation room					
Private office					
Other location: (please indicate)					
Breastfed baby at work					

Milk Storage	Extremely Valuable 5	Valuable 4	Somewhat Helpful 3	Not Helpful 2	Did not Participate 1
Company designated refrigerator					
Public shared refrigerator					
Personal Cooler					

Breast Pump Equipment	Extremely Valuable 5	Valuable 4	Somewhat Helpful 3	Not Helpful 2	Did not Participate 1
Company provided/subsidized breast pump					
Personal breast pump at home or work					

Education	Extremely Valuable 5	Valuable 4	Somewhat Helpful 3	Not Helpful 2	Did not Participate 1
Prenatal breastfeeding class taught at work					
Pamphlets and videos provided by company					
“Back to work” class before or after returning to work					
Access to company-provided lactation consultant or health professional for personal lactation assistance					
Classes in the community					

Support	Extremely Valuable 5	Valuable 4	Somewhat Helpful 3	Not Helpful 2	Did not Participate 1
Support from supervisor					
Support from colleagues					
Mother-to-mother support group					

Which lactation support services did you find most helpful?

What worksite challenges made it difficult to reach your infant feeding goals?

What recommendations do you feel the company should consider to further improve the program?

If you marked “Did not Participate” for any of the answers above, please record your reason for not participating:

Other comments:

Lactation Support Program Feedback Form

For Supervisors and Colleagues of Breastfeeding Employees

As you know, the company provides a lactation support program to assist breastfeeding employees with providing their milk for their infants. We value your feedback on ways the program can continue to improve to meet the needs of all employees.

Position/Title _____

Department _____

How many colleagues or employees under your supervision are you aware of who are currently utilizing the company lactation support program? _____

Have you attended an employee orientation or training event on the program? yes no

How do you feel the following lactation program components have impacted the breastfeeding employee(s)?

Program Components	Positive Impact 3	No Impact Observed 2	Negative Impact 1
Availability of a lactation room for milk expression			
Opportunity to breastfeed baby at work			
Flexible milk expression breaks			
Flexible return to work policy (ex: part-time, job sharing, telecommuting, flex-time, etc.)			
Worksite education opportunities such as prenatal classes and monthly support groups			
Other:			

How do you feel these same components impact the operation of your department?

Program Components	Positive Impact 3	No Impact Observed 2	Negative Impact 1
Availability of a lactation room for milk expression			
Opportunity to breastfeed baby at work			
Flexible milk expression breaks			
Flexible return to work policy (ex: part-time, job sharing, telecommuting, flex-time, etc.)			
Worksite education opportunities such as prenatal classes and monthly support groups			
Other:			

Please describe what you feel works BEST about the company's lactation support program.

Please describe what may NOT be working well about the company's lactation support program.

What suggestions or ideas do you feel would help improve the program?

Other comments: _____



Making it Work: Breastfeeding and Working WORKS!

Employees who become new mothers want to do the best for their baby *and* their job. Now they don't have to choose between the two. Mothers who breastfeed can now find special lactation support services so they can successfully reach both of their important goals. These include:

- Nursing Mother's Room...a beautiful new milk expression room with a relaxing environment to comfortably express milk during work hours
- Use of breast pumps...safe and efficient electric pumps located in each lactation room
- Education...classes during your pregnancy and after baby is born, and access to helpful materials
- Support...to help you reach your personal goals for feeding your baby after returning to work

Contact [*name of department and contact number*] today to learn more!



Making it Work: Breastfeeding and Work Classes Available

Educational classes on breastfeeding and working are now available for expectant mothers and fathers. Partners of employees are encouraged to attend as well!

Preparing for Baby

How to get a good start with breastfeeding, basic breastfeeding techniques, and how to work breastfeeding into your work life.

Date:

Time:

Location:

Back to Work

How to use a breast pump, setting up a workable milk expression schedule, storing milk, maintaining a good milk supply, and talking with colleagues and supervisors about your needs.

Date:

Time:

Location:

Classes are taught by *[name of instructor, credentials, and organization]*. For more information, contact *[name of contact/department]*.

Learn more about our lactation support services to help breastfeeding employees continue to give their baby the best start in life!

- Support...to help you reach your personal goals for feeding your baby after returning to work
 - Education...classes during your pregnancy and after baby is born, and access to helpful materials
 - Use of breast pumps...safe and efficient electric pumps located in each lactation room
 - Nursing Mother's Room...a beautiful new milk expression room with a relaxing environment to comfortably express milk during work hours
- help you reach your personal infant feeding goals.

Employees who choose to continue breastfeeding after they return to work can do so with confidence. That's because we provide lactation support services to

Breastfeeding WORKS for Working Women!

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Employees who choose to continue breastfeeding after they return to work can do so with confidence. That's because we provide lactation support services to help you reach your personal infant feeding goals.

- Nursing Mother's Room...a beautiful new milk expression room with a relaxing environment to comfortably express milk during work hours
- Use of breast pumps...safe and efficient electric pumps located in each lactation room
- Education...classes during your pregnancy and after baby is born, and access to helpful materials
- Support...to help you reach your personal goals for feeding your baby after returning to work

Learn more about our lactation support services to help breastfeeding employees continue to give their baby the best start in life!

Learn more about our lactation support services to help breastfeeding employees continue to give their baby the best start in life!

- Healthier babies means mothers and fathers have to use fewer sick leaves to care for sick infants.
- Because mothers and babies are healthier, company healthcare costs are significantly lower!
- Mothers who breastfeed are healthier. Their risk of breast cancer and osteoporosis is lower, and they recover from pregnancy and childbirth faster.
- Breastfed babies are healthier! They have fewer infections and illnesses, even if they are in daycare.

Mothers who choose to breastfeed are doing a world of good for their baby AND the company!

Supporting Breastfeeding Makes Good Business Sense!

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- Healthier babies means mothers and fathers have to use fewer sick leaves to care for sick infants.

Learn more about our lactation support services to help breastfeeding employees continue to give their baby the best start in life!

Drop-In Newsletter Communications

#1 - Initial Program Announcement

Merging Motherhood and Work: New Lactation Program Announced

[*Name of Company*] announces plans to establish a lactation support services program for female employees and partners of male employees who choose to breastfeed their new babies. The program will be established as part of the company's health benefit program.

Lactation support programs are a growing trend in businesses today as a means of improving family services to employees. More than 70 percent of new mothers now breastfeed their infants because of the proven health benefits to both infants and mothers. Research shows that breastfed infants are significantly less likely to suffer from illnesses, infections, and obesity, and mothers who breastfeed also enjoy significant health benefits, including faster recovery from pregnancy and reduced risk of breast cancer and osteoporosis. The American Academy of Pediatrics recommends that infants receive nothing but breastmilk for the first 6 months of life, and continued breastmilk for at least a year or more.

Corporate lactation programs have been proven to help mothers continue to provide their milk for their infants. These programs often include designated lactation rooms for milk expression during work hours, access to efficient breast pump equipment, education programs, and access to health professionals who can assist with questions and concerns.

If you are a pregnant or breastfeeding employee, we invite you to submit your ideas for services that will be most helpful. Any employee who would like to provide input into the process is invited to contact [name of department/contact person] with suggestions. A task force will be convened to identify needs, review suggestions, and discuss the best approach for our company. Contact our office if you would like to be a part of this task force.

#2 - Program Launch Announcement

New Lactation Health Benefit Services Announced

[Name of Company] announces the launching of a lactation support program for breastfeeding women who wish to continue providing their milk for their infants after they return from maternity leave.

The lactation support program is part of the company's health benefit services, and was developed following careful planning and review of suggestions provided by employees. The program includes:

- A designated safe, private area for expressing milk during work hours. The room is located [give location]
- Access to an electric breast pump for quick and efficient milk removal [describe the type of pump and milk collection kit available]
- Educational materials and classes [indicate date, time, and location]
- Monthly support group meeting [indicate date, time and location]
- Access to a lactation consultant for assistance with breastfeeding.

Research shows that supporting breastfeeding employees is a WIN-WIN for everyone. Breastfeeding is recommended by all major medical organizations as the optimal way to feed infants because of its significant health advantages. Breastfeeding is also healthier for mothers by contributing to lower rates of breast cancer and improving recovery from pregnancy. This all translates into positive benefits for companies, including lower health care costs.

[Name of company] is proud to join hundreds of other businesses across America who provide lactation support for their employees. We are pleased that our breastfeeding employees can successfully merge their important priorities of family and work through onsite lactation support, and urge supervisors and co-workers to lend their support.

#3 - Educational event announcement

Making it Work: Breastfeeding and Work Classes Offered

The [name of department] announces new educational classes on breastfeeding and working for expectant mothers and fathers. The following classes are available:

*Preparing for Baby...*how to get a good start with breastfeeding, basic breastfeeding techniques, and how to work breastfeeding into your work life.

Date:

Time:

Location:

*Back to Work...*how to use a breast pump, setting up a workable milk expression schedule, storing milk, maintaining a good milk supply, and talking with colleagues and supervisors about your needs.

Date:

Time:

Location:

Classes are taught by [name of instructor, credentials, and organization] and are open to all new mothers and fathers. Partners are also welcomed to attend. For more information, contact [name of contact/department].

The BUSINESS CASE for BREASTFEEDING

STEPS FOR CREATING A BREASTFEEDING FRIENDLY WORKSITE

RESOURCE GUIDE



COMMUNITY RESOURCES

Local Health care Professionals

Contact your local hospital or private clinic for names of practitioners who may be available to consult with you in establishing your program or providing direct services to employees. These can include childbirth instructors, lactation consultants, nurses, pediatricians, family physicians, obstetricians, nurse practitioners, nurse midwives, and others.

International Board Certified Lactation Consultants (IBCLCs)

The International Lactation Consultant Association's "Find a Lactation Consultant Directory" at www.ilca.org provides an online directory of International Board Certified Lactation Consultants (IBCLCs) available to assist mothers with breastfeeding. Many of these may also be available to provide technical assistance to your company in setting up a lactation program. You can also check the U.S. registry of the International Board of Lactation Consultant Examiners, which credentials lactation consultants. www.iblce.org/

International Lactation Consultant Association (ILCA)

The professional association for IBCLCs includes a national affiliate, the United States Lactation Consultant Association (USLCA), and numerous State and regional affiliates across the country that are highly active in community level breastfeeding promotion and support. Local affiliate groups may be available to assist worksites with establishing a lactation support program, and can help you identify qualified individuals who can provide direct assistance to breastfeeding employees. www.ilca.org/

Breastfeeding Coalitions

Most states have a State and/or local breastfeeding task force or coalition comprised of health professionals and community leaders who promote and support breastfeeding. Assisting local worksites with lactation support for employees is within the mission of many of these groups. Contact your local hospital, WIC office, local lactation consultant, or La Leche League group to find out what groups are available in your area.

WIC Program (USDA Special Supplemental Nutrition Program for Women, Infants, and Children)

Your State's WIC Breastfeeding Coordinator can provide valuable assistance in identifying community resources

for your company, and in providing direct services to breastfeeding women. Visit the USDA Food and Nutrition Service directory of breastfeeding program staff at: www.fns.usda.gov/wic/Contacts/cooralpha.htm/

La Leche League International

La Leche League mothers' groups are located in many areas throughout the country. To identify state-by-state listings of La Leche League leaders and groups in your area, visit the Web site at: www.lalecheleague.org/leaderinfo.html/

RESOURCES FOR EMPLOYERS - MATERIALS

U.S. Government Agencies

U.S. Department of Health and Human Services Health Resources and Services Administration (HRSA) Maternal and Child Health Bureau (MCHB)

Two MCHB Web sites offer a broad array of resources for women, teens, children, infants, families and their providers. 1-888-ASK-HRSA, www.mchb.hrsa.gov and www.mchb.hrsa.gov/pregnancyandbeyond/

U.S. Centers for Disease Control and Prevention (CDC)

Helpful links and resources related to working and breastfeeding. www.cdc.gov/breastfeeding/index.htm/

U.S. Department of Health and Human Services/Office on Women's Health

Guidelines for workplaces on the support needed by new mothers for breastfeeding in the "Blueprint for Action on Breastfeeding," and media materials. www.womenshealth.gov/

National and International Organizations

American Association of Health Plans

Free download: "Advancing Issues in Women's Health: Health Plans' Innovative Programs in Breastfeeding Promotion." www.ahip.org/content/default.aspx?bc=38|65|369|412|424/

Healthy Mothers/Healthy Babies Coalition

Information on the national "Models of Excellence" program that recognizes businesses providing resources and outstanding support for women. www.hmhb.org/pub_breast.html/

International Board of Lactation Consultant Examiners

Information on the credential and ways a lactation consultant can help families with breastfeeding. Includes a U.S. registry of credentialed lactation consultants.
www.iblce.org/

International Lactation Consultant Association

Distributes the World Health Organization's "Maternity Protection at Work Kit" and provides a complete list of available resources to support working mothers with breastfeeding.
www.ilca.org/

La Leche League International

Complete state-by-state listing of legislation regarding breastfeeding, including laws supporting working women and helpful resources.
www.lalecheleague.org/Law/LawUS.html?m=0,1,0/

National Business Group on Health

Advises large employers on healthcare including lactation support to employees. Downloadable resources include the "Purchaser's Guide to Clinical Preventive Services: Moving Science into Coverage" and "Investing in Maternal and Child Health: An Employer Toolkit."
www.businessgrouphealth.org/

United States Breastfeeding Committee

Provides downloadable "issue papers" on the cost benefits of breastfeeding, and the importance of worksite and childcare support programs.
www.usbreastfeeding.org/

State and Local Organizations

California WIC Works

Resources for employers, and information regarding California's working and breastfeeding legislation.
www.wicworks.ca.gov/breastfeeding/BFResources.html/

Oregon Department of Human Services

Provides a packet of materials for employers, including Oregon's DHS worksite policy and recognition program for breastfeeding-friendly worksites.
www.ohd.hr.state.or.us/bf/working.cfm/

Texas Mother-Friendly Worksite Program

Outlines steps to a mother-friendly business environment, and designates/recognizes Texas companies that meet the established criteria.
www.dshs.state.tx.us/wichd/lactate/mother.shtm/

The Breastfeeding Coalition of Washington

(a program of WithinReach, formerly Healthy Mothers, Healthy Babies Coalition of Washington State)
Provides free materials in English and Spanish that employers can download and use in establishing a worksite lactation program.
www.withinreachwa.org/forprof/materials/BCW_packet.htm/

In addition to these groups, check the Web site of your State or local breastfeeding coalition, or lactation consultant affiliate group (www.ilca.org/). Many of these groups provide helpful web-based articles of interest to employers interested in supporting breastfeeding employees. A few examples:

Breastfeeding Task Force of Greater Los Angeles

www.breastfeedingtaskforla.org/

Massachusetts Breastfeeding Coalition

www.massbfc.org/

Wisconsin Department of Health

dhfs.wisconsin.gov/health/Nutrition/Breastfeeding/bffriendlycomm.htm/

RESOURCES FOR MOTHERS - MATERIALS

U.S. Government Organizations

U.S. Department of Health and Human Services/Office on Women's Health

Downloadable information sheets on breastfeeding. Toll-free telephone information line also available (800-994-9662), staffed by operators who are trained peer counselors. "Easy Guide to Breastfeeding" booklets are available for five different audience groups of women (Caucasian, African American, American Indian and Alaska Native, Chinese, and Latina) and are available as a free download.
www.womenshealth.gov/

WIC (Special Supplemental Nutrition Program for Women, Infants and Children)

Check the USDA Food and Nutrition Service's state-by-state listing of WIC breastfeeding coordinators to find out what resources for mothers are available in your state.
www.fns.usda.gov/wic/Contacts/cooralpha.htm/

National and International Organizations

Healthy Mothers/Healthy Babies Coalition
Informational booklets for working mothers available in English and Spanish.
www.hmhb.org/pub_breast.html/

La Leche League International

Numerous publications, including books and pamphlets on breastfeeding, parenting, and managing employment with breastfeeding, articles on working and breastfeeding, and a toll-free breastfeeding information line.
www.la lecheleague.org/ or 800-LALECHE

March of Dimes

Breastfeeding information and link to local March of Dimes chapters.
www.marchofdimes.com/aboutus/chapter_view_all.asp/

State and Local Organizations

California WIC Works

Resources for employees on returning to work and breastfeeding.
www.wicworks.ca.gov/breastfeeding/BFResources.html/

Texas Mother-Friendly Worksite Program

www.dshs.state.tx.us/wichd/lactate/mother.shtm/

The Breastfeeding Coalition of Washington

(a program of WithinReach, formerly Healthy Mothers, Healthy Babies Coalition of Washington State)
Provides free materials for working mothers in English and Spanish.
www.withinreachwa.org/forprof/materials/BCW_packet.htm/

RESOURCES FOR MOTHERS - MATERIALS

Web Based Information

The following Web sites provide online articles with general breastfeeding information, as well as information on combining breastfeeding with employment, selecting and using a breast pump, addressing common concerns, and links to resources.

Breastfeeding Partners (New York State WIC Program)
www.breastfeedingpartners.net/

Breastfeeding.com

www.breastfeeding.com/workingmom.shtml/

KellyMom.com

www.kellymom.com/bf/pumping/bf-links-pumping.html/

Working and Pumping

www.workandpump.com/

Corporate Lactation Program Services

Companies can consider doing a Web search using key words such as "corporate lactation program" to identify one of several corporate programs that can assist a company with implementing a program.

Breast Pump Manufacturers

Examples of manufacturers that produce industrial-sized, hospital-grade electric pumps, portable electric breast pumps, and other breastfeeding equipment and supplies:

**Ameda Breastfeeding Products,
Hollister Incorporated**
2000 Hollister Drive
Libertyville, IL 60048-3781
866-99-AMEDA
800-624-5369
www.ameda.com/

Medela, Incorporated
1101 Corporate Dr.
McHenry, IL 60050
800-435-8316
www.medela.com/

Whittlestone
P.O. Box 2237
Antioch, CA 94531
877-608-MILK
707-748-4188
www.whittlestone.com/

Local distributors of breast pumps can be identified through medical supply outlets or the hospital lactation department. Your local hospital can also give information on suppliers of other types of breast pumps that might be appropriate for employed breastfeeding women.

OTHER IMPORTANT INFORMATION

Academy of Breastfeeding Medicine
www.bfmed.org/

American Academy of Pediatrics
www.aap.org/

American Academy of Family Physicians
www.aafp.org/

American College of Obstetrics and Gynecologists
www.acog.org/

Association of Women's Health, Obstetric and Neonatal Nurses (AWHONN)
www.awhonn.org/

National Alliance of Breastfeeding Advocacy
www.naba-breastfeeding.org/

National Association of Pediatric Nurse Practitioners
www.napnap.org/

World Alliance for Breastfeeding Action
www.waba.org.my/

These lists of organizations and manufacturers are provided as examples only. Mention of trade names, commercial practices, or organizations in this publication does not imply endorsement by the U.S. Department of Health and Human Services or the U.S. Government.

The BUSINESS CASE for BREASTFEEDING

STEPS FOR CREATING A BREASTFEEDING FRIENDLY WORKSITE

EMPLOYER SPOTLIGHTS



Descriptions of lactation programs in these Employer Spotlights are used as examples of organizations with breastfeeding programs. Mention of trade names, commercial practices, or organizations in this publication does not imply endorsement by the U.S. Department of Health and Human Services or the U.S. Government.

EMPLOYER SPOTLIGHT

California Public Health Foundation Enterprises
Management Solutions WIC, Irwindale, California

“Breastfeeding is part of our
culture now.”

Chrissy Partridge
Employee Perinatal Support Coordinator

Anticipatory guidance and support have been the hallmark of the not-for-profit California PHFE WIC Program's employee breastfeeding support program. Initially implemented to prevent poor pregnancy outcomes among employees (due to premature births, low birth weights, and fetal demise), the program not only accomplished that goal but grew a culture where exclusive breastfeeding has become the norm! Breastfeeding rates are dramatically higher than the national average, and employees feel valued in their ability to continue breastfeeding and working. The program provides exemplary support from pregnancy until lactation ends and includes an innovative peer support program through trained lactation coaches who provide coworker support and help. Program organizers have become adept at allocating creative spaces for lactation rooms in small unused areas. With all 54 WIC Centers featuring breastfeeding-friendly environments, breastfeeding is truly the social norm at California PHFE WIC Program.

Program Components:

Private Area to Express Milk:

Lactation rooms 6' x 10' or smaller in all 54 WIC centers. Refrigerators for storing breast milk provided in the employee kitchen.

Breastfeeding Equipment:

Electric pump available in all lactation rooms; free provision of attachment kits.

Milk Expression Scheduling:

Paid work time for milk expression: up to four 15-20 minute breaks per work day, and flexible scheduling. Phasing back to work options provided.

Education:

Early pregnancy class and continued monthly prenatal support group classes during 2nd and 3rd trimesters of pregnancy taken as part of work time.

Support:

Follow-up by a selected Trained Lactation Coach (TLC), a fellow employee peer who breastfed her child, with access to an International Board Certified Lactation Consultant (IBCLC) if needed. Monthly postpartum support groups attended as part of work time, recognition program, and strong breastfeeding-friendly "culture" within the organization.

Program Impact:

Dramatic impact on company, including:

- Rate of deliveries with poor pregnancy outcomes dropped from 21 percent to less than 6 percent.
- Dramatic breastfeeding rate increases:
 - 100 percent breastfeeding initiation rates
 - 55-80 percent at 6 months
 - >50 percent breastfeeding at 12 months

Contact:

Breastfeeding Supervisor
PHFE Management Solutions WIC Program
12781 Schabarum Ave.
Irwindale, CA 91706
626.856.6618 ext. 218

EMPLOYER SPOTLIGHT

CIGNA Corporation Philadelphia, Pennsylvania

“CIGNA Moms is part of our company’s Healthy Life strategy and exemplifies our commitment to improving the health of our employees and their newest family members.”

Vicky Dickson, Director, Employee Health
CIGNA Corporation

CIGNA Corporation (NYSE: CI), headquartered in Philadelphia, and its subsidiaries constitute one of the largest publicly-owned providers of health and related benefits in the United States and selected markets around the world. In 1995, CIGNA implemented a comprehensive program to eliminate worksite barriers that keep women from choosing to breastfeed and continuing to breastfeed after returning to work. Today, for those mothers who choose to breastfeed their babies and will continue to breastfeed after returning to work, CIGNA’s program helps make the transition easier - and healthier - for mothers and children. The program, CIGNA Moms, is designed to help a mother provide the best nutrition for her baby by making it easy to breastfeed before and after return to work.

- Breastfeeding support ensures optimum success for mother and baby. Mothers receive ongoing support from a network of breastfeeding experts before and after the birth of the baby.
- Before delivery, a lactation consultant will talk with mothers about what they can do to prepare for breastfeeding and what to expect when the baby arrives.
- After the baby arrives, during a mother’s short-term disability, a lactation consultant will contact mothers at home to answer questions, talk about a healthy nursing diet, discuss proper breast care, and help mothers prepare to return to work while continuing to nurse.
- Before mothers return to work, a consultant will teach them how to properly store milk, give tips on maintaining milk supply, and demonstrate the use of the breast pump.
- After mothers return to work, during the next six months, a consultant will contact mothers every few weeks to answer questions and ensure they are doing well.

When mothers enroll in CIGNA Moms, the following services are offered at no charge:

- Ongoing advice and help from a professional lactation consultant
- Access to Nursing Mothers’ Rooms at CIGNA office sites
- Breast pump
- A milk storage system and carrying case and a personal set of bottles, pump shields and tubing to ensure proper hygiene when expressing milk
- Literature on breast engorgement, breastfeeding and working, milk storage and collection, and sore nipple management

With an employee pool of approximately 24,000, company officials believe the potential cost reductions in health care expenses and employee turnover more than offset the nominal expenses to implement and maintain a program that supports an employee’s decision to breastfeed. The CIGNA Moms program is now available at all CIGNA offices nationwide, with more than 400 employees participating annually.

Program Components:

Private Area to Express Milk:

Onsite Nursing Mothers’ Rooms

Breastfeeding Equipment:

Breast pumps, carrying case, and all supplies needed

Milk Expression Scheduling:

Flexible scheduling for milk expression needs during regular break times

Education:

Prenatal education kit, classes, and consultation with a lactation consultant before and after giving birth

Support:

Telephone support for breastfeeding women during maternity leave, and return-to-work consultation and ongoing support from a lactation consultant

This Employer Spotlight is continued on next page

Program Impact:

- Annual savings of \$240,000 in healthcare expenses for breastfeeding mothers and children
- 77 percent reduction in lost work time due to infant illness, with annual savings of \$60,000
- Lower pharmacy costs due to 62 percent fewer prescriptions
- Increased breastfeeding rates – 72.5 percent at 6 months compared to national average of 21.1 percent for employed mothers
- Recognized as a Workplace Model of Excellence by the National Healthy Mothers/ Healthy Babies Coalition
- A formal study conducted by the UCLA Centers for Healthy Children found that the program

enabled mothers to efficiently express breast milk without impacting workplace productivity, and did indeed result in substantial cost savings to the company. The program also accomplished its goal of improving breastfeeding rates, which are now significantly higher than the national average.

Contact:

Director, Employee Health
CIGNA Corporation
1601 Chestnut St., TL 37B
Philadelphia, PA 19192
215.761.3921

EMPLOYER SPOTLIGHT

The Home Depot Atlanta, Georgia

“Starting a lactation program is not that hard. You can begin with a nice room, a place for moms to go to express milk. If you start with something like this that moms really appreciate, you can build on it.”

Wendi Bailey, M.Ed.
Manager – Building Better Health
The Home Depot

The Home Depot is committed to removing the obstacles to women achieving the Healthy People 2010 goal of continued breastfeeding at 6 and 12 months. The organization established a comprehensive lactation support program at their headquarters in Atlanta and provides new mothers with incentives to continue breastfeeding. The Home Depot subsidizes the cost of a personal electric breast pump for each employee who breastfeeds; the longer she breastfeeds, the higher her rebate.

Data collected by the company show that the efforts are working. In addition to cost savings to the business, the program has helped many employees breastfeed long past the 6-month goal. Because of the program's success at the Atlanta home office, company officials are now piloting the program at two divisional offices and in select retail stores.

Program Components:

Private Area to Express Milk:

Two lactation rooms, each accommodating multiple users through curtained private areas. Rooms have comfortable chairs, sink, and refrigerator for storing breast milk.

Breastfeeding Equipment:

The cost of a personal portable electric breast pump is subsidized.

Milk Expression Scheduling:

Breaks scheduled as part of routine breaks.

Education:

Quarterly series of two prenatal breastfeeding classes provided by a certified lactation consultant and staff registered dietitian. “Return to work” class offered before employee comes back to work. Educational materials and resources available in the Nursing Mothers’ Rooms.

Support:

Ongoing telephone and e-mail access to a lactation consultant. Electronic support through Web site “chat room” for nursing employees. The multiple user design of the lactation rooms also provides opportunities for mother-to-mother support.

Program Impact:

Ongoing monthly follow-up surveys with program participants reveal that the program contributes to:

- Reduced employee absenteeism (only 3 days absence per nursing employee due to baby’s illness compared to the national average of 9 days in the first year)
- Cost savings of \$42,000/year, on average, due to lower absenteeism rates
- High employee satisfaction
- Higher breastfeeding rates among employees (an average of over 8 months)

Contact:

Health Promotion Specialist – Building Better Health
The Home Depot
2455 Paces Ferry Road
Atlanta, GA 30339
770.433.8211, ext. 18489

EMPLOYER SPOTLIGHT

Los Angeles Department of Water and Power
Los Angeles, California

“A lactation program is easy to start and inexpensive to run. You don’t need much. A 3’ x 4’ room with a power outlet is a good start, and it helps your employees come back to work...and stay at work!”

Renee Sicignano
Lactation/Childbirth Educator

Although 80 percent of its employees are male, the Los Angeles Department of Water and Power has recognized significant benefits from supporting and encouraging families with breastfeeding.

It’s all part of the company’s family friendly initiative available to female workers and partners of male workers. There are even special programs for dads employed by the company. The program includes three onsite lactation rooms, flexible scheduling for milk expression, loan of a hospital-grade electric breast pump, and free provision of pump attachment kits. A multifaceted education program includes breastfeeding, childbirth, and parenting classes. A lactation specialist is available on call to assist new families with breastfeeding questions, and postpartum support groups for both fathers and mothers are available.

A formal evaluation of the program has found a significant impact on healthcare savings, lower absenteeism rates, lower turnover rates, and improved employee loyalty and productivity.

Program Components:

Private Area to Express Milk:

Three 3’x 8’ rooms.

Breastfeeding Equipment:

Loan of a hospital-grade electric pump and free provision of attachment kits.

Milk Expression Scheduling:

Flexible scheduling for milk expression, with extra time needed absorbed. Mothers do not abuse this time; they value the mother-friendly work environment and work hard so they do not lose it.

Education:

Classes on breastfeeding, childbirth, and parenting for families, as well as “dads only” classes and support groups.

Support:

On-call access to a lactation consultant; support groups for mothers and fathers.

Program Impact:

Dramatic impact on company, including:

- 35 percent lower healthcare claims
- 33 percent return to work sooner than anticipated
- 27 percent lower absenteeism rates
- 71 percent take less time off since participating in the program
- 67 percent worry less about family concerns on the job
- 83 percent are more positive about the company;
- 67 percent intend to make the company their long-term employer

Contact:

Lactation/Childbirth Educator
111 North Hope St.
Los Angeles, CA 90012
213.367.3549

EMPLOYER SPOTLIGHT

*Madigan Army Medical Center
Ft. Lewis, Washington*

“The limitations are in your own mind. Try setting up a pumping station in a military field tent! If the Army can do it, anyone can!”

Lisa Jones, Lactation Consultant
Madigan Army Medical Center

With women making up over 20 percent of the active duty force in the United States, one U.S. Army base in Ft. Lewis, WA set in motion a plan to help active duty soldiers, dependents, and civilian employees of the Madigan Army Medical Center continue breastfeeding.

Provided free of charge to beneficiaries, the program offers a private area for soldiers and hospital employees to express milk, access to hospital-grade breast pumps, prenatal education, and access to a lactation consultant. At the heart of the program is the “Policy on Support for Soldiers with Nursing Infants,” which provides general guidelines for both commanders and soldiers on responsibilities for supporting breastfeeding, including a 4-month deployment delay when possible, and arrangements for expressing milk.

The program is part of the Medical Center’s initiative to improve and support obstetrical practices within the military on a par with the civilian community, and supports practices such as allowing the caregiver or father to be at a nearby facility with the baby to facilitate “touch” time with the baby, and making arrangements to have the mother’s milk shipped back to the baby when a soldier and baby must be separated. In some instances this has required ingenuity and creativity. For instance, soldiers who are deployed may be provided a breast pump, and milk is kept frozen with dry ice through contracts with meat packing companies, and shipped back to the caregiver via mail couriers, overnight express delivery services, and transport planes.

Although the challenges seem great, Lisa Jones, former lactation consultant for the program, prefers to focus on solutions. “It’s not an ‘if’ scenario,” she says. “It’s HOW can we make it work. There’s always something we can do that will benefit everyone.”

Program Components:

Private Area to Express Milk:

14’ x 14’ sized room with curtained seating areas to accommodate up to four nursing mothers. Room includes a sink, bulletin board, and educational resources. Available for active duty and dependents, as well as hospital staff.

Breastfeeding Equipment:

Hospital-grade electric pump for both active duty families, dependents, beneficiary families, and hospital employees.

Education:

Class for pregnant active duty and beneficiary families; postpartum class.

Support:

Access to a lactation consultant; weekly breastfeeding mother’s group; Command “Policy on Support for Soldiers with Nursing Infants.”

Program Impact:

- Reduced maternal-child health costs and clinic visits
- Improved employee satisfaction and retention of trained soldiers
- Positive public relations
- Recognized as the 2004 “Outstanding Employer” by Healthy Mothers/Healthy Babies Coalition of Washington

Contact:

Lactation Office
Madigan Army Medical Center
9040A Fitzsimmons Drive
Tacoma, WA 98431
253.968.2774

EMPLOYER SPOTLIGHT

Mutual of Omaha Omaha, Nebraska

“I nursed all three of my children for a year and I could not have been so successful without the help and the nice facilities at Mutual.”

Regional Manager – West Region
Medicare Audit and Reimbursement
Mutual of Omaha

Mutual of Omaha, which employs 4,600 people primarily in its Omaha office, found that going the extra mile to help employees feel comfortable with breastfeeding after they return to work can provide big dividends to the company, as well.

The “extra mile” for Mutual of Omaha includes two state-of-the-art lactation rooms converted from small, little used areas. The “Renaissance Room” and “Mediterranean Room” are designed to help mothers feel relaxed and comfortable in the midst of a hectic workday, which facilitates milk flow and volume. The attractively furnished rooms include a sink, soft lighting, ergonomic chairs, telephones to check voicemail or check on their baby, and refrigerators to keep milk stored safely. Hospital-grade electric breast pumps are available, and company-wide baby showers add to a comprehensive education and support effort that helps employees feel better prepared to juggle the demands of parenthood and employment.

Mothers appreciate the supportive, family-friendly environment and access to ongoing support from an onsite Registered Nurse and local Lactation Consultants. Data collected by the company show the nominal investment also helps the company by contributing to significant cost savings.

Program Components:

Private Area to Express Milk:

The 9'x 11' lactation suite accommodates three 4'x 5' milk expression spaces.

Breastfeeding Equipment:

Hospital-grade electric pump; local hospital provides attachment kits when mothers are discharged.

Milk Expression Scheduling:

Supportive managers work with employees on milk expression needs. Maternity leave up to 12 weeks, with up to 70 percent pay for 6 weeks as part of “disability coverage” benefits.

Education:

Onsite Registered Nurse meets with pregnant employees and provides postpartum education once the employee is back at work. Company-wide employee baby showers are held twice a year for pregnant employees and partners.

Support:

Ongoing access to onsite Registered Nurse and local Lactation Consultants once the baby is born. Dependent care referral program enables employees to locate quality childcare providers.

Program Impact:

- Named one of the “100 Best Companies for Working Women” by Working Mother magazine.
- Reduction in newborn healthcare claims
 - Hospital healthcare costs for newborns are 2.7 times less for babies whose mothers participate in the program. (\$115,881/year additional cost for non-participants' claims)
 - Per newborn healthcare claims are \$1,269 for program participants compared to \$3,415 for those who do not participate
- High employee satisfaction

Contact:

Manager, Employee Health Services
Mutual of Omaha
Mutual of Omaha Plaza
Omaha, NE 68175
402.351.2089

EMPLOYER SPOTLIGHT

Patagonia
Ventura, California

“A company can provide family service programs because it’s a good business decision. At Patagonia, we do it from the heart, because it’s the right thing to do.”

Anita Furtaw
Director of Family Services

Patagonia, a small, privately-owned outdoor sportswear company, has a longstanding commitment to a family-centered work environment. As one of the country’s first worksites to implement onsite childcare in 1984, it was only natural that a lactation support program be implemented to complement the range of support services available to both male and female employees.

At the heart of the program is keeping nursing mothers close to their babies, and Patagonia has worked hard to remove the obstacles to continued breastfeeding for employees. Before the onsite childcare program began, it was not unusual for mothers to set up portable cribs near their workstations and to nurse at their desks or in staff meetings. With the comprehensive lactation program mothers have many more options, including private space in the childcare center for nursing their babies or expressing milk, flexible options for returning to work and scheduling time with their babies, and company-wide support that has become a true breastfeeding-friendly culture.

“This is a wonderful program,” says Anita Furtaw, Director of Family Services at Patagonia. “We’ve had hundreds of babies nurse well into their first year. Anyone who is even thinking about this type of support should turn that thought into action, because it’s good for business, and it’s good for moms and babies.”

Program Components:

Private Area to Express Milk:

Two private Nursing Mother Rooms, 6’x 7’ and 6’x 14’

Return to Work Options:

8 weeks paid leave for each parent to bond with the baby (can be taken together or separately), plus 8 weeks disability leave allowed.

Milk Expression Scheduling:

Flexible leave to either breastfeed or express milk as needed, without punching a time clock.

Education:

Prenatal packets with breastfeeding information and resources.

Support:

Onsite childcare center, and resources for locating quality childcare providers. Ongoing lactation assistance from child development program staff, with easy access to an IBCLC for more challenging breastfeeding concerns.

Contact:

Director of Family Services
Patagonia
259 West Santa Clara St.
Ventura, CA 93001
805.667.4611

EMPLOYER SPOTLIGHT

*Pecan Ridge School
Canton, Texas*

“We care about what’s best for each family. We are very proud to provide a facility that will help a child to stay on breast milk as long as possible. Families are in such a hurry to get back to busy lives...anything we can do to help provide for the baby. After all breast is best!”

Becky Swindall, Director
Pecan Ridge School

Nestled in Canton, Texas is an early childhood education center serving children from 6 weeks to 12 years of age. Though the school employs only 22 teachers and staff, they have nevertheless found that providing lactation support for both teachers and parents who choose to breastfeed is a smart choice!

The program is a simple “no frills” approach that meets basic needs of staff: a place to breastfeed or pump milk, access to their baby, and time to feed when baby is ready to eat. Teachers with nursing babies are provided relief from their classroom in order to go and nurse their child. Support extends to mothers of children enrolled in the school as well. When babies are hungry, staff are happy to phone mothers to come and feed their baby, and trained to keep the baby happy until mommy arrives!

Program Components:

Private Area to Express Milk:

Private room behind the office available for nursing mothers to breastfeed or express milk. Or, mothers may nurse in the “baby room” which provides a comfortable recliner for nursing.

Breastfeeding Equipment:

Employees provide their own pump, if needed, and store milk in refrigerator in their classroom.

Milk Expression Scheduling:

Staff are allowed to nurse their baby any time the baby needs to eat. No questions!

Education:

Pregnant employees are counseled about the importance of breastfeeding by the center director.

Support:

School breastfeeding policy with support options for both staff and parents of students is displayed at the office bulletin board. Referrals are made to lactation resources in the community.

Contact:

Director
Pecan Ridge School
Canton, TX
903.567.0515

EMPLOYER SPOTLIGHT

*U.S. Department of Defense/The Pentagon
Washington, D.C.*

“The lactation rooms are smart and professional. The Pentagon is a very male dominated environment, and having somewhere to go not only to pump, but also to talk about babies and motherhood with other employees, has been quite helpful.”

Pentagon Employee

The Pentagon, headquarters of the United States Department of Defense, is a virtual city in itself, with more than 23,000 military and civilian staff. It also houses a highly regarded successful corporate lactation program as part of its employee work-life program.

Despite the enormous size of the Pentagon (with three times the floor space of the Empire State Building and 17.5 miles of corridors!) and predominantly male workforce, the typical lactation support program components used by most companies also work well here. These components include private, comfortable space and leave time to express milk, a refrigerator to store milk, and breastfeeding education and support. Access to the lactation rooms is not a problem; despite the vast size of the Pentagon, it takes no more than 7 minutes to walk between any two points in the building. If usage is an indicator of success, the Pentagon proudly reports a usage average of 667 visits to the rooms per month.

Program Components:

Private Area to Express Milk:

Two Nursing Mothers' Rooms accommodating multiple users through curtained or walled-off areas. Each room provides a refrigerator, sink, an area to store breast pump equipment, and comfortable chairs and tables. Rooms are secured with punch code locks.

Breastfeeding Equipment:

The company provides a hospital-grade electric breast pump; employee purchases her own accessory kit.

Milk Expression Scheduling:

Employees work with individual supervisors to arrange leave time for milk expression.

Education:

Educational materials on breastfeeding.

Support:

Mother-to-mother support in the multiple-user room set-up.

Contact:

Nurse Educator for DiLorenzo Tri-Care Clinic
Corridor 8, Room MG 886A4
5801 Army Pentagon
Washington, D.C. 20310-5801
703.692.8898

This will in no way be used to sell a product or service.

EMPLOYER SPOTLIGHT

*Pizza Hut
Dallas, Texas*

“Our business decided a long time ago that people are our most important asset. If you take care of them, the business will take care of itself.”

Craig Kasprzycki, Manager
Human Resources/Lifestyle Enhancement
Pizza Hut

At the Restaurant Service Center in Dallas, TX, headquarters for Pizza Hut, YUM! Brands, and YUM! Restaurants International, a mother-friendly workplace is a way of life for the company's 800 employees. The onsite wellness center, an established ingredient in this family-based environment, includes a childcare facility and numerous service conveniences such as a lactation support program for breastfeeding mothers. The program originated from an organized grassroots action team of established peer leaders focused on ways to better care for staff. The basic lactation support model was presented and sold to management and supervisors and has been an overwhelming success.

According to Craig Kasprzycki, Manager, HR/Lifestyle Enhancement, at Pizza Hut, “For a nominal sum of money you can receive an infinite amount of loyalty and team member satisfaction. Personally, I think that is a small price to pay for what you're creating within your culture, and the trust and respect you earn among your team members.”

Program Components:

Private Area to Express Milk:

Nursing Mothers' Room located within the ladies' locker room. Amenities include lockers to store breast pump attachment or equipment, telephone, comfortable chair, and nearby access to a safe water source. Refrigerators are located on each wing of every floor for storing breast milk.

Breastfeeding Equipment:

Company provides electric breast pumps; employees provide their own attachment kits, or can use their own breast pumps.

Milk Expression Scheduling:

Flexible scheduling provided. Employees take responsibility to make up extra time needed by arriving to work early, leaving later, or shortening their lunch period. Frequent communication between supervisors and team members makes this flexible scheduling work.

Education:

Prenatal breastfeeding seminars are open to all staff.

Support:

Ongoing access to onsite Registered Nurse and local Lactation Consultants is available once baby is born. Dependent care referral program enables employees to locate quality childcare providers.

Program Impact:

- Strong employee support and appreciation
- Designated a “Mother-Friendly” business by the Texas Mother-Friendly Worksite Program

Contact:

Manager
HR/Lifestyle Enhancement
Pizza Hut
14841 Dallas Parkway
Dallas, TX 75013
972.338.8060

EMPLOYER SPOTLIGHT

Texas Instruments
Dallas, Texas

“The real risk for a company is losing an employee...having them decide not to come back from maternity leave. People say our program plays a big part in their decision to come back to work.”

Betty Purkey, Manager
Work-Life Strategies
Texas Instruments

A grassroots effort by breastfeeding mothers captured the attention of managers at Texas Instruments and led to the successful implementation of an onsite lactation support program. The company had numerous challenges to address, including a predominantly male workforce and manufacturing sites that require working in cumbersome head-to-toe sanitized suits. Yet the challenges have not proven to be obstacles, and staff have found that implementing a lactation program is a low-cost way to retain valuable employees.

Program Components:

Private Area to Express Milk:

Nursing Mothers' Rooms are in all buildings nationwide, including the manufacturing plants. Typical size: 10' x 10'. Amenities include a comfortable chair, breast pump and surface area for the pump, and refrigerator for storing milk.

Breastfeeding Equipment:

Company provides a hospital-grade pump; employee buys the attachment kit.

Milk Expression Scheduling:

Employees express milk during designated breaks as worked out with the supervisor. Phasing back to work is encouraged by the employer and negotiated between employees and supervisors.

Education:

Employees can access the pregnancy center on the LiveHealthyAtTI.com Web site which offers a wealth of information ranging from pre-natal care and healthy pregnancy to baby's first weeks.

Support:

Access to 24-hour lactation support through a lactation consultant service contracted by the company.

Contact:

Manager
Work-Life Strategies
Texas Instruments
12500 Texas Instruments Blvd.
Dallas, TX 75243
214.480.2045