

# Breastfeeding-Friendly Worksites

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# Webinar Overview

- Identify why breastfeeding-friendly worksites are good for employers and families
- Provide overview of the Worksite Breastfeeding Accommodation Law and barriers to compliance
- Identify how worksites can provide breastfeeding accommodations for working moms
- Identify additional resources to support Breastfeeding-Friendly worksites

# Benefits for Mom and Baby

- Breastfed babies are healthier babies are less likely to:
  - have allergies
  - be obese
  - develop Type 1 or Type 2 diabetes
- Mothers who breastfeed are less likely to:
  - have certain kinds of cancers
  - develop diabetes
  - suffer from heart disease



# Benefits for Employers

Businesses that provide lactation support services **save \$3 for every \$1 spent** on these services.

## **Savings are seen in:**

- Retention of experienced employees
- Reduction in sick time taken by both moms and dads for children's illnesses
- Increased employee job satisfaction
- Lower health care and insurance costs
- Positive business image



# Worksite Breastfeeding Accommodation Law

- **Section 7 of the Fair Labor Standards Act**
  - Signed into law on March 23, 2010
- Requires employers to provide nursing mothers with reasonable break time and a private place, other than a bathroom, to express milk during the workday.
- Businesses with 50 or more employees are required to provide hourly-workers with time and space to pump or breastfeed during the workday.

# Barrier to Complying to the Law

## What you may hear



“We have no space for a pumping area.”

# Private Space to Express Milk

## What you can do

- Help the employer to find a space. Be creative - even a 4' x 5' space can work!
- Provide examples of what other businesses are doing.



Photo courtesy of the CDC

# Private Space to Express Milk

- Basic amenities include a chair and a flat surface such as a table, desk, or shelf for the employee's breast pump, and supplies.



Photo courtesy of the CDC



# Other Amenities

- Breast pump
- Electrical outlet
- Sink with running water
- Sanitizer or disinfectant wipes
- Refrigerator
- Wall decorations
- Bulletin Board
- Cozy atmosphere– warm colors, soft lighting, comfortable chairs
- Microwave



Photo courtesy of the CDC

# Space Ideas



Office Space



Lounge



Employee Break Room

# Space Ideas



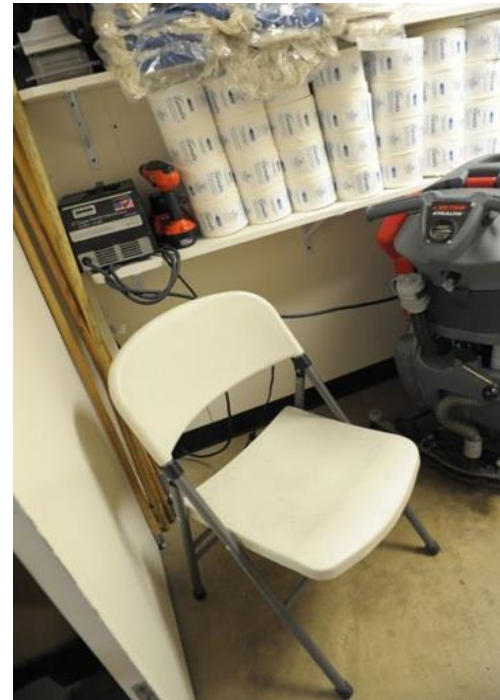
Clinical Exam Room



Partitions

# Space Ideas

## Manager's Office



## Supply Closet

# Space Ideas

Photos courtesy of the CDC



Pop-up Tents

## Pods



Photos courtesy of the CDC



New Converted  
Portable  
Restrooms

# Barrier to Complying to the Law

## What you may hear

“The other employees might complain if we provide time to do this.”

# Flexible Breaks

## **What you can do**

- Inform all staff of how providing support to breastfeeding moms is good for families and business
- Remind administrators and staff that this is a temporary need for mom and her baby, and that she will use her usual approved break times



# Education

## What you can do

- Provide information to moms during their pregnancy to prepare them for when they return back to work
- Connect moms to lactation support services in the community
- Provide opportunities for moms to connect with other breastfeeding moms





# Barrier to Complying to the Law

## **What you may hear:**

“We don’t hear it as a need from the women working here.”

# Support

## What you can do

- Have policies and practices in place so that all administration and staff are informed of the accommodations made available for breastfeeding moms



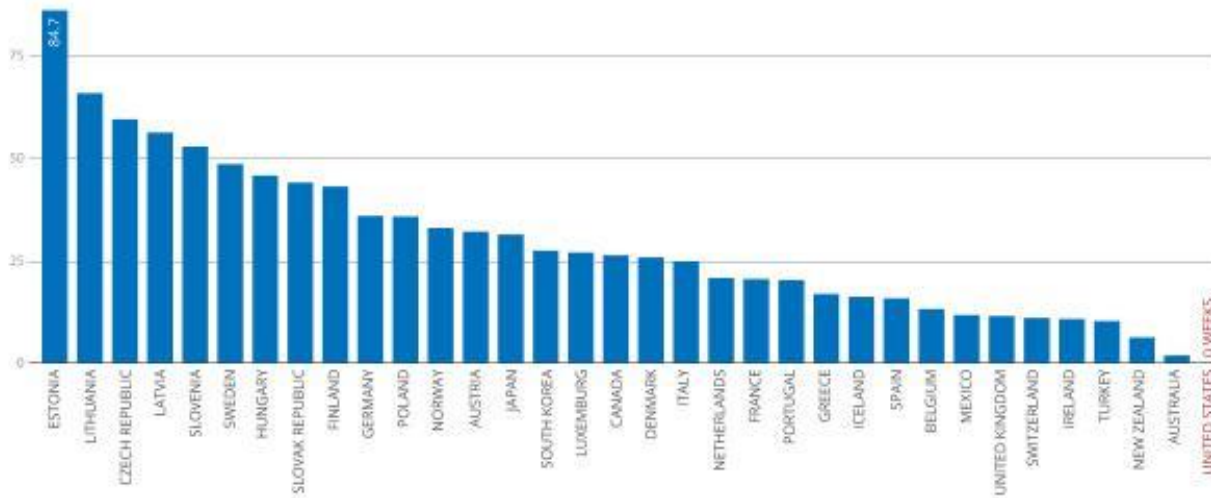
Photo courtesy of CDC



# Paid Maternity Leave

## PROTECTED LEAVE BY COUNTRY

Full-rate equivalent paid leave available to mothers, in weeks



The full-rate equivalent is calculated as the duration in weeks multiplied by the percent of wage earnings received. For example: Switzerland's entitlement is 14 weeks' leave at 80% pay, for a full-rate equivalent of 11.2 weeks. Includes maternity and supplemental paid leave not reserved for fathers.

SOURCE: OECD

Source: Organization for Economic Co-operation and Development (OECD)

# Promotion of Services

- New employee orientation
- Word-of-mouth
- Posters and signs in high traffic areas
- Company website and newsletter
- Worksite wellness programs
- Information packet for pregnant employees that includes breastfeeding support details

# Tips for Getting Started

- Start small
- Solicit input from employees to determine their needs
- Secure buy-in from worksite stakeholders
- Get help from available community resources



# Resources

- **WorkWell NC: Lactation Support**  
[workwellinc.com/scorecard-lactation\\_support](http://workwellinc.com/scorecard-lactation_support)
- **Eat Smart North Carolina: Businesses Leading the Way in Support of Breastfeeding Primer**  
<http://www.eatsmartmovemorenc.com/Breastfeeding/Breastfeeding.html>
- **NC Breastfeeding-Friendly Workplace Recognition**  
[ncbfc.org/ncbc-projects/the-business-case-for-breastfeeding](http://ncbfc.org/ncbc-projects/the-business-case-for-breastfeeding)
- **The Business Case for Breastfeeding Toolkit**  
[womenshealth.gov/breastfeeding/business-case-for-breastfeeding](http://womenshealth.gov/breastfeeding/business-case-for-breastfeeding)
- **The Business Case for Breastfeeding – Employer Solutions**  
[womenshealth.gov/breastfeeding/employer-solutions](http://womenshealth.gov/breastfeeding/employer-solutions)
- **International Lactation Consultant Association**  
[ilca.org](http://ilca.org)
- **Federal Labor Standards Act – Section 7**  
[dol.gov/whd/nursingmothers](http://dol.gov/whd/nursingmothers)

# Breastfeeding-Friendly Worksites: A Win-Win for Employers and Families

<https://www.youtube.com/watch?v=0Qwm37X2Z7o>

# Questions?

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