

How to Become a BREASTFEEDING FRIENDLY Employer

*Together we are building a community
that supports breastfeeding.*



Babies were born to be breastfed!

For more information on breastfeeding mother friendly employer policies and practices, please contact:

WIC Breastfeeding Coordinator
Oregon Health Authority - Public Health Division
Center for Prevention & Health Promotion - WIC Program
800 NE Oregon Street, Suite 865
Portland, OR 97232

Phone: 971-673-0040

Email: robin.l.moulton@state.or.us

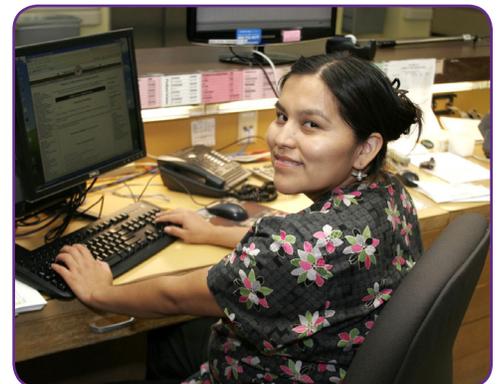
Web: www.healthoregon.org/breastfeeding



If you need this in an alternate format, please call 971-673-0040.

Table of Contents

4 Easy Steps!.....	2
Fast Facts on Breastfeeding.....	3
Breastfeeding Saves Money.....	4
Employer Support is Critical.....	5
State and Federal Law Require Workplace Support for Breastfeeding.....	6
Minimum Support Needed to Help Working Mothers Continue Breastfeeding.....	7
Many Employers Provide Additional Support.....	8
Sample Breastfeeding Support Policy.....	9



4 Easy Steps

1 Review the “Breastfeeding Mother Friendly Employer” packet

The packet, along with additional breastfeeding information, is available on the web at www.healthoregon.org/breastfeeding

2 Develop a plan to help provide support for breastfeeding mothers

You can include:

- A list of why it is important to support nursing mothers.
- A description of the facilities needed.
- A draft workplace policy for supporting breastfeeding employees. A sample policy is included in this packet.
- A description of how management and employees will be informed of the policy.

Helpful hint:

Contact other employers who already have breastfeeding friendly policies.

A list of existing Breastfeeding Friendly Employers is online at: www.healthoregon.org/breastfeeding

3 Set up your “Mothers’ Room”

- Not a public restroom or toilet stall.

4 Inform all employees of the new policy

- Include the policy in employee orientation materials and descriptions of wellness benefits.

Idea:

Have a grand opening or ribbon cutting for your new “Mothers’ Room.”

Fast Facts on Breastfeeding

Breastfeeding helps mothers:

- Lose their pregnancy weight gain more quickly.
- Reduce their risk of breast, ovarian and endometrial cancers.
- Reduce their risk of osteoporosis and bone fracture later in life.

*Breastfed babies are healthier. . .now
and throughout life.*



Babies who are **NOT** breastfed are at higher risk for:

- Ear and other infections
- Allergies.
- Asthma
- Hospitalization due to a serious illness
- Childhood obesity

Human milk is made for human babies and is easier to digest.

Breastfeeding \$aves Money

Families save money when their child is breastfed, compared to paying for the high cost of using artificial formula.

Employers save money because of lower absenteeism. Parents of breastfed children take less time off to care for sick children, because their kids are healthier.

Health care costs are lower since breastfed babies require fewer sick care visits, prescriptions and hospitalizations.

Consider this . . .

For every 1,000 babies who are never breastfed there are:



2,033 excess office visits



212 excess days of hospitalization



609 excess prescriptions

If 90% of U.S. families followed guidelines to breastfeed exclusively for 6 months, the U.S. would save \$13 billion each year from reduced medical and other costs.



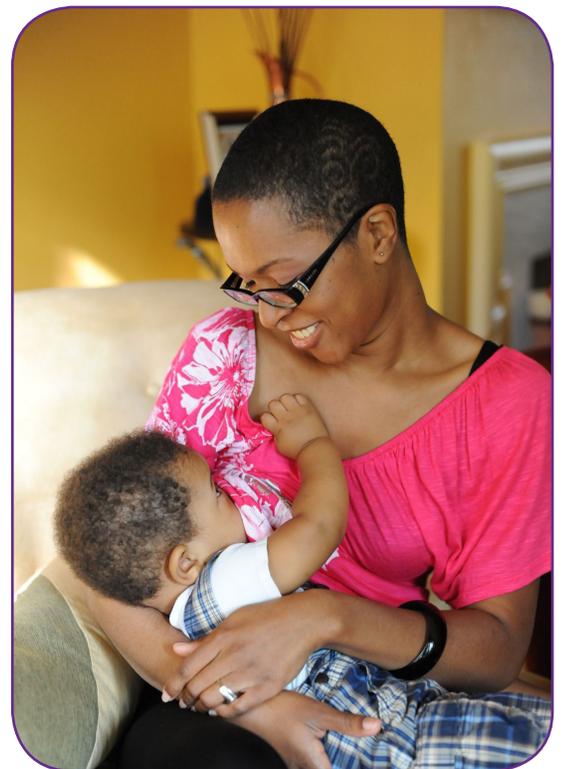
Employer Support is Critical

Many breastfeeding mothers find it hard to continue breastfeeding after they return to work. Employer support can make or break a woman's resolve to provide her child with the best nutrition that nature has to offer. Workplace support helps mothers, children and society reap the *immediate and lifelong health benefits of breastfeeding*.



These three important facts have implications for employers and the health of their worker's young children . . .

- 1** Women with infants and toddlers are the fastest growing segment of today's workforce.
- 2** More than 50 percent of women who are working when they become pregnant return to work by the time their infant is 8 to 12 weeks old.
- 3** The American Academy of Pediatrics (AAP) recommends that women breastfeed exclusively for the first 6 months, and continue breastfeeding while offering complimentary foods, until the baby is *at least* 1 year of age.



State and Federal Law

Require Workplace Support

State and federal law requires employers to provide accommodations for their employees who are breastfeeding. These laws help ensure all children get the health benefits associated with breastfeeding.

Oregon Wage and Hour Law, Employee Rest Periods for Expression of Breast Milk, includes the following requirements:

1. Employers need to provide time and a private space for nursing mothers to express breast milk for their child. The space cannot be a toilet stall or restroom.
2. Employers need to provide reasonable break time for an employee to express breast milk for her nursing child, each time the employee has the need to express the milk.
3. Breastfeeding mothers need to give their employers reasonable advance notice that they need these accommodations when they return to work.

Oregon Law Guidance:

For more details on Oregon law or to get help, contact the Oregon Bureau of Labor and Industries (BOLI), Wage and Hour Section.

Email: whd.screener@state.or.us
Phone: 971-673-0761
Fax: 971-673-0769
Website: www.oregon.gov/BOLI/WHD

Federal Law Guidance:

For guidance on federal law, please go to the US Department of Labor website: www.dol.gov/whd/nursingmothers

Minimum Support

is Needed to Help Mothers Continue Breastfeeding

A workplace environment that is supportive and respectful of a woman's decision to breastfeed, at a minimum, includes the following:

Breastfeeding policy

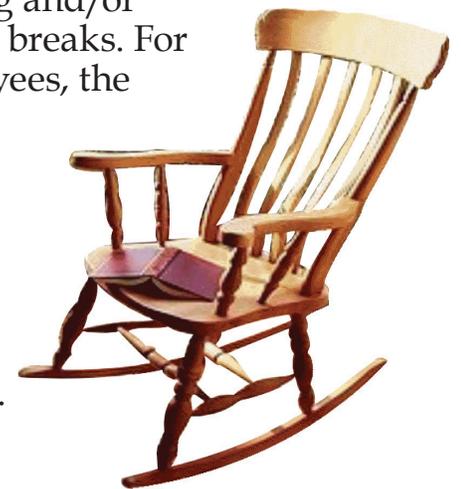
The employer has a written policy that describes the worksite accommodations available to breastfeeding employees.

- The policy is part of the employer's written policies.
- All employees are informed of the policy.



Flexible breaks

Flexible break time is provided as needed for a woman to (a) nurse her child or (b) express her milk. If necessary, the beginning and/or ending time of work can be adjusted to accommodate these breaks. For example, if two 15-minute breaks are allowed for all employees, the breastfeeding employee starts work 15 minutes earlier and leaves work 15 minutes later to allow for two 30-minute breaks.



Private area

A private area with an electric outlet (not a toilet stall or public restroom) is available for nursing or expressing milk. It is quiet, clean, and has enough room for a comfortable chair and a place to set a breast pump.

Place to wash hands

A clean water source for washing hands and rinsing out any breast pump equipment is available close to the private area.

Place to store breastmilk

A place for storing breastmilk is available. Breastmilk can be stored in a refrigerator or the mother can bring a small ice chest from home.



Additional Support for Employees

Some employers . . .

- **Provide** an electric breastpump. With an electric pump women can express breastmilk in the least amount of time. However, the cost may be prohibitive for some employees. More than one woman can use the pump.
- **Allow** mothers to have their nursing child brought to work during breaks or allow employees to leave the workplace to breastfeed their child.
- **Offer** opportunities for part-time employment, job sharing, flex schedules, and/or a gradual return to work.
- **Provide** on-site childcare. Many employers consider accessibility to childcare in facility planning.
- **Provide** breastfeeding education and support by:
 1. Providing written breastfeeding pamphlets or books.
 2. Offering on-site mother support groups.
 3. Providing lactation consultant services on-site.
 4. Providing breastfeeding classes on-site as part of wellness activities.



A high quality electric breastpump makes pumping quicker and easier.

Sample Policy

Workplace breastfeeding support policy for

Employer: _____ Date: _____

1. This workplace breastfeeding support policy is being initiated to support employees in providing their child with the healthiest food nature has to offer, their own mother's breast milk.
2. Breastfeeding employees shall be allowed a flexible schedule for nursing or pumping. The time allowed will not exceed the normal time allowed for lunch and breaks. For time above and beyond normal lunch and breaks, annual leave will be used or the employee can come in earlier, leave later or take a shorter lunch.
3. A private room (not a toilet stall or restroom) will be available for employees to breastfeed their child or express milk using a breast pump. The room will have accessible electrical outlets for an electric breast pump and a sink close by for hand washing and rinsing out breast pump parts.
4. The breastfeeding promotion area/room will contain a comfortable chair with arms, a small low table, and a nursing stool.
5. Storing breastmilk:
 - a. A refrigerator will be available for safe storage of breastmilk. Breastfeeding women will provide their own containers and milk stored in the refrigerator will be clearly labeled with name and date.
 - or —
 - b. If a refrigerator is not available, mothers can bring in a small ice chest for storing breastmilk.
6. All employees will be informed of this policy.