

Healthy Moms.
Healthy Babies.
Healthy Business.

Targeting Employers for Lactation Support



Topics

- Making the Case for Worksite Lactation Support
- Missouri Breastfeeding Friendly Worksite Program and Award
- Missouri's Success So Far
- Tips for Success

Women in the Workforce

U.S. Department of Labor shows:

- 57% of women work outside the home
- 61% with children under age 3 are employed
- 64% with children under age 6 are employed

<http://www.bls.gov/opub/reports/womens-databook/archive/women-in-the-labor-force-a-databook-2015.pdf>

Supporting Breastfeeding is

WIN-WIN

for Companies and Employees

Bottom-Line Benefits

Breastfeeding works!

Supporting breastfeeding employees helps your bottom line.

For information and tips on implementing the federal law about breaktime for nursing mothers, visit www.massbreastfeeding.org

Massachusetts Breastfeeding Coalition
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Earnings

Quarter	Earnings
Q1	Low
Q2	Medium-Low
Q3	Medium-High
Q4	High

ROI = 3 to 1

Lactation Support Lowers Health Care Costs

- For every 1,000 babies who are NOT breastfed compared to exclusively breastfeeding babies, there are an *extra*:
 - 2,033 physician visits
 - 212 hospitalization days
 - 609 prescriptions

Ball T & Wright A. (1999). Health care costs of formula-feeding in the first year of life.

Pediatrics. 103(4):871-876.



Lactation Support Reduces Absenteeism

Employee breaks
are predictable.
Absences are NOT!

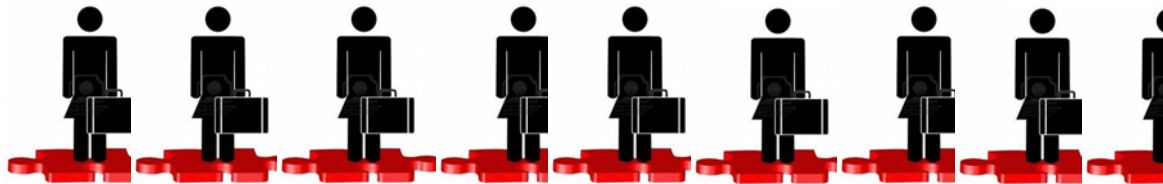
- One-day absences occur twice as often for employees whose babies are not breastfed (*Cohen 95*)
- Absenteeism rates are lower for male employees when female partners breastfeed (*Galtry 97*)

Lower Turnover

RETAIN
VS.
RETRAIN



6 out of 10 women return to work when no support services are offered



8.5 out of 10 women return to work when breastfeeding support services are available

Lactation Support Satisfies Employees

Employees of companies providing lactation support feel more productive and loyal to the company

(Galtry 97; Frank 98)

Break Time for Nursing Mothers Under the Fair Labor Standards Act

Section 4207 amended Section 7 of the FLSA—requires employers to provide nursing employees with:

- Reasonable break time to express breast milk
- A place, other than a bathroom, that may be used to express milk
- For up to one year after the child's birth

New requirement became effective March 23, 2010, when President Obama signed the Affordable Care Act

Department of Labor Fact Sheet #73

U.S. Department of Labor
Wage and Hour Division



Fact Sheet #73: Break Time for Nursing Mothers under the FLSA

This fact sheet provides general information on the break time requirement for nursing mothers in the Patient Protection and Affordable Care Act ("PPACA"), which took effect when the PPACA was signed into law on March 23, 2010 (P.L. 111-148). This law amended Section 7 of the Fair Labor Standards Act (FLSA).

General Requirements

Employers are required to provide "reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth each time such employee has need to express the milk." Employers are also required to provide "a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk."

The FLSA requirement of break time for nursing mothers to express breast milk does not preempt State laws that provide greater protections to employees (for example, providing compensated break time, providing break time for exempt employees, or providing break time beyond 1 year after the child's birth).

Time and Location of Breaks

Employers are required to provide a reasonable amount break time to express milk as frequently as needed by the nursing mother. The frequency of breaks needed to express milk as well as the duration of each break will likely vary.

A bathroom, even if private, is not a permissible location under the Act. The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing mother's use, it must be available when needed in order to meet the statutory requirement. A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient provided that the space is shielded from view, and free from any intrusion from co-workers and the public.

Coverage and Compensation

Only employees who are not exempt from section 7, which includes the FLSA's overtime pay requirements, are entitled to breaks to express milk. While employers are not required under the FLSA to provide breaks to nursing mothers who are exempt from the requirements of Section 7, they may be obligated to provide such breaks under State laws.

Employers with fewer than 50 employees are not subject to the FLSA break time requirement if compliance with the provision would impose an undue hardship. Whether compliance would be an undue hardship is determined by looking at the difficulty or expense of compliance for a specific employer in comparison to the size, financial resources, nature, and structure of the employer's business. All employees who work for the covered employer, regardless of work site, are counted when determining whether this exemption may apply.

Employers are not required under the FLSA to compensate nursing mothers for breaks taken for the purpose of expressing milk. However, where employers already provide compensated breaks, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for



Breastfeeding Friendly Worksite Award

- Recognizes employers that provide support to their breastfeeding employees
- In partnership with the Missouri Breastfeeding Coalition
- Award level based on support offered: **Gold, Silver, and Bronze**
- Community and statewide recognition
- Applications can be downloaded from the DHSS website at health.mo.gov/living/families/wic/breastfeeding/support.php



How are we doing?

- 358 Breastfeeding Friendly Worksites
 - 164 Gold - 149 Silver - 45 Bronze
 - Impacts over 134,000 employees
- Types of Employers
 - 49 Child Care Providers – Day Care Centers
 - 35 Schools or School Districts
 - 20 Retail or Grocery Stores
 - 17 Hospitals – 9 Physician Offices
 - 11 Government Municipalities
 - 8 Nursing Homes
 - 3 Correctional Centers
 - And many more...

Breastfeeding Friendly Worksites

Most Employers	Most Employees Impacted
Audrain – 42 Employers	St. Louis – 58,696 (21 Employers)
St. Louis – 21 Employers	Springfield – 17,326 (14 Employers)
Pettis – 19 Employers	Cole County – 8,496 (14 Employers)

What Women Need to Express Milk at Work

- Milk production is an **ongoing** process; if it is not removed, production will decline
- Breaks every 2-3 hours (15-20 minutes)
- Physical and psychological factors
 - Privacy
 - Ability to relax
 - Information about how to make it work
 - Support



What is Reasonable?



- *Most women need 2-3 milk expression sessions per 8-hour period*
- Around 15-20 minutes needed + time to get to the lactation room
- Nursing needs change over time.
- Most women use their usual breaks and meal period
- Paid vs. unpaid breaks
- Options if extra time is needed

Private Place Other than a Bathroom

“Shielded from view and free from intrusion from co-workers and the public.”





How Big Should the Space Be?



- Large enough for a chair and a flat surface for the pump
- Electrical outlet is preferred
- Lock is not required, but privacy must be ensured

What Goes IN the Space?



- Basic amenities:
 - Chair (not a rocker)
 - Flat surface to put pump
 - Electrical outlet for pump
 - Anti-microbial wipes
- Amenities mothers value:
 - Small refrigerator
 - Artwork
 - Bulletin board for baby photos
 - Breast pump
 - Sink
 - Clock
 - Breastfeeding information

Multi-Use Rooms



Lactation Rooms Within Ladies' Lounge



University of Alabama at Birmingham

Shared Room in a Building



Medical Mall Health Department, Jackson, MS

Cubicle Walls



Partitions





casdale
2011
checks
2011
checks
2011

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RBC-3100
55



Beginning a Lactation Support Program

- Establish as part of company health benefit services
- House within the wellness division
- Convene a task force with key company stakeholders to identify needs and solutions
- Gain assistance from community resources
- Promote the program with all employees and supervisors to gain buy-in and support

Resources Available to Employers

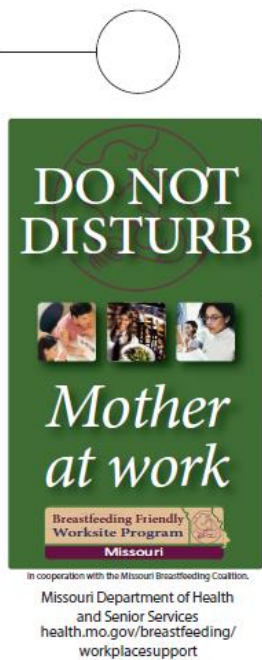
Certificate of Recognition



Window Cling



Posters



Doorknob Signs

[/breastfeeding/workplacesupport](#)

Resources

- Missouri Breastfeeding Friendly Worksite Program
<http://health.mo.gov/living/families/wic/breastfeeding/support.php>
- U.S. HRSA Distribution Center
http://www.ask.hrsa.gov/results_materials.cfm?type=kword&searchterm=439
- U.S. Office on Women's Health www.womenshealth.gov
- National Business Group on Health www.businessgrouphealth.org
- International Lactation Consultant Association www.ilca.org
- La Leche League International www.llli.org
- United States Breastfeeding Committee www.usbreastfeeding.org