Breastfeeding Grand Rounds
Breastfeeding and the Workplace:
Success Takes A Team

August 6, 2015

Evaluations

Nursing Contact Hours, CME
and CHES credits are available

Please fill out your
evaluation and post-test online
http://www.albany.edu/sph/cphce/bfgr15.shtml
Thank you!
Featured Speakers

Cathy Carothers, BLA, IBCLC, FILCA
   Co-Director
   Every Mother, Inc.

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   Distinguished Alumna Professor of Pediatrics & Obstetrics/Gynecology, Northumberland Trust Chair in Pediatrics
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Conflict of Interest & Disclosure Statements

The planners and presenters do not have any financial arrangements or affiliations with any commercial entities whose products, research or services may be discussed in this activity.

No commercial funding has been accepted for this activity.
Thank You to Our Sponsors

- University at Albany School of Public Health
- New York State Department of Health, Special Supplemental Nutrition Program for Women, Infants and Children (WIC)

Program Objectives

After watching this broadcast, participants will be able to:

- Describe the federal & NY State laws that support breastfeeding mothers in the workplace
- Identify at least 3 steps that providers (physicians, nurses, child care providers, WIC, etc.) can take to support a mother’s breastfeeding in the workplace
- List at least 3 employer solutions for supporting breastfeeding mothers working in non-office settings
- Name at least 3 resources to facilitate & strengthen supportive practices that enable women to breastfeed successfully after returning to work
Importance of Breastfeeding

- Species specificity
- Nutritional advantages
- Infection protection
- Immunological protection
- Allergy protection
- Psychological benefits
- Brain development

Positive Health Outcomes

**Mom**
- Reduced risk of cancer (ovarian and breast)
- Reduced risk of diabetes
- Reduced risk of postpartum depression

**Baby**
- Reduced risk for infections
- Reduced risk of diabetes
- Reduced risk of SIDS
- Reduced risk of obesity
What Makes it Hard

What Moms Need
Role of Health Care Providers

- Implement baby friendly practices at delivery
- Educate mother about establishing and maintaining her milk supply
- Write a prescription for the appropriate pump/help moms navigate insurance coverage for breast pumps
- Refer and follow up as often as needed to help mom meet her breastfeeding goals
Federal and State Laws

Rights are guaranteed under
New York State Law
and
US Federal Law

Business Compliance

New York State Law
- 3 years breastfeeding support (Federal law mandates one year)
- Required of all public and private businesses, regardless of size
- Space must be private, proximal to worksite, well-lit
- Employers must inform pregnant workers of their rights
- Employees are obligated to inform employers of their intentions
What Employers Need

Return on Investment (ROI)

3 to 1
Return on Investment (ROI)

- Lower absenteeism rates (for women and men)
- Potentially lower presenteeism (working while ill/lower productivity) rates
- Higher retention when mothers leave to have a baby
- Healthier babies and mothers (and lower health care costs)
- Improved productivity and loyalty

Solutions

- Law doesn’t require a dedicated lactation room
- Options:
  - Single dedicated rooms - from converted closets, office spaces & other small areas
  - Multiple use rooms - providing individual privacy for each user through barriers such as partitions, screens, curtains, and other dividers
  - Cannot be a bathroom
Single Space Rooms

Size of Rooms
Multiple Space Rooms

Flexible Space
Shared Space

N. Manhattan Perinatal Partnership
Outdoor Settings

Outdoor Settings
Small Businesses

Retail
Restaurants

Hotels
Schools

Success Takes a Team
Partnering With Employers

- Employers often want information in person
- Start with the HR manager or whoever is in charge of employee relations
- Ask what the business knows about employee lactation support requirements and options
- Offer your help as a partner, provide training for supervisors and managers, provide resources

Talking with Supervisors
**Mom’s Conversation Tools**

New York State Making it Work for Mom’s Toolkit

- “My Lactation and Work” plan
- Example language to say to employers

**Breastfeeding and Childcare**

![Image of breastfeeding and childcare tools]
Breastfeeding Friendly Child Care Centers

Interactive Map by County

- Albany
- Allegany
- Bronx
- Broome
- Cattaraugus
- Cayuga
- Chautauqua
- Chemung
- Chenango
- Clinton
- Columbia
- Cortland
- Delaware
- Dutchess

New York Toolkit: Making it Work

Breastfeedingpartners.org
Tools for Moms

My Checklist for Breastfeeding and Working
During pregnancy and your maternity leave

- Talk with my supervisor about my needs during my pregnancy (see plan below).
- Use “My Lactation and Work Plan” to help you find the best options for the baby.
- Learn all I can about breastfeeding during my pregnancy.

My Lactation and Work Plan

When I return to work from my maternity leave, I want to be a good employee while also providing for my new baby. My health care providers have told me that breastfeeding my baby is one of the most important things I can do for our health. A clean, private space and a little extra break time to express milk for my baby during the workday will allow me to follow doctor’s advice and provide milk for my baby while we are apart. This helps our company by lowering health care costs and absenteeism. Providing space and time for nursing breaks is also the law in the U.S. and New York.

Tools for Employers

Checklist for Employers
When an employee requests lactation accommodations, the following checklist can help you plan.

- Discuss the company’s lactation policy for supporting nursing women prior to the employee’s maternity leave, if possible, so you can make any arrangements needed while she is away.
- Praise her! Tell her you will support her decision to breastfeed.
- Assure that her direct supervisor and other relevant managers are aware of her needs.
- Review the employee’s typical work/break schedule to arrange for the necessary space and time.

Sample Worksite Lactation Policy

[Name of company] acknowledges the worksite accord Affordable Care Act enacted in March 2010, which amen 206-c of the New York State Labor Law, and therefore provides accommodations:

Lactation Accommodation Provisions

- Reasonable Time to Express Milk at Work
Employees shall be provided reasonable time following the child’s birth each time the employee uses a break and meal periods for express beyond the provided breaks, employees may negotiate with their supervisors.
Office of Women’s Health

Breastfeeding

Supporting Nursing Moms at Work: Employer Solutions

Women with children are the fastest-growing segment of the workforce, balancing work and family is an important priority for them. Today, over 75 percent of women in the United States begin breastfeeding. When they return to work after their babies are born, time and space to express their milk during the work period help them continue to give their best to their work and their baby.

These family-friendly benefits also bring your business a 3:1 Return on Investment (ROI) through lower health care costs, lower employee absentee rates (since babies are healthier), lower turnover rates, and higher employee productivity and loyalty.

Businesses across America have learned how to support nursing mothers at work.

The Business Case for Breastfeeding

HRSA Maternal and Child Health Bureau
Presentation Platform

What Moms Also Need
Questions?

- **Evaluations & Continuing Education:** Nursing Contact Hours, CME and CHES credits are available. Please visit http://www.albany.edu/sph/cphce/bfgr15.shtml to fill out your evaluation and complete the post-test.

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