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
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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
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
Breastfeeding Friendly Child Care Centers

- Interactive Map by County

New York Toolkit: Making it Work

Breastfeedingpartners.org

Tools for Moms

- My Checklist for Breastfeeding and Working
  During pregnancy and your maternity leave
  - Tell my employer about my needs during
    pregnancy and my intended return date
  - Tell my employer about my lactation needs
    and options for time off
  - My Lactation and Work Plan

Office of Women’s Health

Tools for Employers

- Checklist for Employers
  When an employee requests lactation accommodations:
  - Talk to the employee’s direct supervisor and other
    relevant managers about available accommodations.
  - Talk with the employee about their work
    responsibilities and the need for accommodations.
  - Make sure the employee has access to the
    lactation support and resources.
  - Review the employee’s work schedule to arrange for
    reasonable accommodations.

The Business Case for Breastfeeding

HRSA Maternal and Child Health Bureau
Questions?

- Evaluations & Continuing Education: Nursing Contact Hours, CME, and CHES credits are available. Please visit http://www.albany.edu/sph/cphce/bfg15.shtml to fill out your evaluation and complete the post-test.
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