

A woman with long dark hair is smiling warmly while breastfeeding her baby. The baby is positioned in front of her, and she is wearing a plaid shirt. The background features a light blue and white geometric pattern of overlapping hexagons and squares. The overall tone is soft and positive.

breastfeeding
SUPPORT
policy

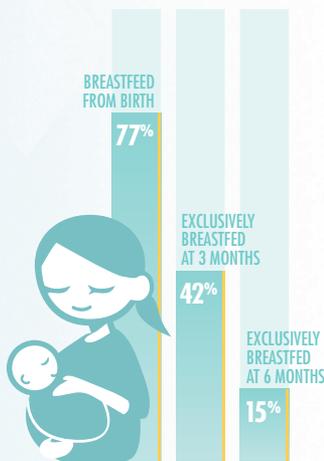
everyone **BENEFITS**

The Breastfeeding Support Policy was developed to provide businesses with guidelines and guidance on ways to support breastfeeding employees.

Section 4207 of the Patient Protection and Affordable Care Act (ACA) revises the Fair Labor Standards Act (FLSA) by requiring employers to provide nursing mothers with:

1. A reasonable break time to express breast milk for one year after her child's birth each time such employee has the need to express breast milk.
2. A private space, other than a bathroom, that is shielded from view and free from intrusion of others, to express breast milk.

In the United States, over one-third of all mothers working outside the home have children younger than two years of age. Many of these mothers desire and intend to exclusively breastfeed, but do not meet their breastfeeding goal.



According to the Centers for Disease Control & Prevention, while 77.7% of South Dakota mothers breastfeed from the birth of their child, only 42% are exclusively breastfeeding at 3 months when mom is returning to work and only 15.9% are exclusively breastfeeding at 6 months.

There are many reasons why nursing mothers are unable to breastfeed for as long as they desire and returning to work is a primary factor. When working mothers receive workplace support, such as adequate space and time to express breast milk, support from supervisors and colleagues, and education, they are often able to continue to successfully breastfeed their child. Another complicating factor is lack of privacy in the workplace, as well as the commonly held fear that nursing mothers will be perceived as less productive if they choose to express breast milk during the workday.



THE benefits

Businesses that implement supportive breastfeeding policies and practices not only benefit the working mother but also provide a number of benefits to the baby and the employer.

Employers

HIGHER PRODUCTIVITY

Employees who have breastfeeding support tend to have fewer absences and less tardiness because their infants are more resistant to sickness.

INCREASED ORGANIZATIONAL LOYALTY

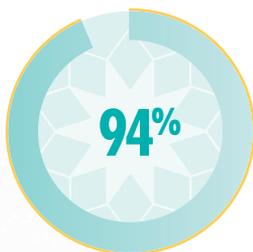
The implementation of an effective support program demonstrates that the agency supports their employee, her family, and her health.

IMPROVED RECRUITMENT & RETENTION

Breastfeeding support programs serve as a recruitment tool and businesses that offer effective programs often have higher retention rates for female employees.

GREATER JOB SATISFACTION

Businesses that display support for their employees facilitate greater workplace satisfaction.



Employee retention rate among businesses **with support** program



Employee retention rate among businesses **without support** program



Mothers

HIGHER PRODUCTIVITY

Mothers who have the option to nurse in the workplace often demonstrate higher productivity. This is frequently attributed to a lessened emotional and psychological burden associated with being away from the baby, as well as higher energy and greater optimism.

FEWER DISTRACTIONS

Nursing mothers who are able to express breast milk in the workplace are better able to concentrate during the workday. A breast infection and/or a drop in her ability to produce milk can result if a mother is unable to express breast milk each time she feels the need to do so.

LOWER ABSENTEEISM

Mothers who have the option to nurse in the workplace exhibit lower absenteeism.

BETTER HEALTH

Breastfeeding can lower rates of diabetes, breast cancer, ovarian cancer and postpartum depression for mothers.

Babies

BETTER HEALTH

Breastfeeding passes on antibodies to babies, which help protect their immune systems from disease. Breastfed babies tend to have fewer and less severe instances of certain short-term illnesses, including bacterial meningitis, diarrhea, ear infections, respiratory infections, and urinary tract infections.

DECREASED OBESITY RISK

Babies who are breastfed have a reduced risk of both childhood and adult obesity.

REDUCED RISK OF SIDS

Exclusive or partial breastfeeding is correlated with a decreased risk of sudden infant death syndrome.



POLICY guidelines

This policy represents the minimum requirements an employer must provide under the Fair Labor Standards Act (FLSA).



BUSINESS NAME recognizes the responsibility a mother has to both her job and her child when she returns to work. We are aware that there are many health benefits associated with breastfeeding and that moms may miss less work caring for sick kids if they breastfeed.

BUSINESS NAME supports mothers who breastfeed at work and we are committed to helping our employees continue breastfeeding when they return.

BUSINESS NAME will allow breastfeeding employees to have a flexible schedule for breastfeeding or expressing breast milk. The time allowed will not exceed the normal time allowed for lunch and breaks. For time above and beyond normal lunch and breaks, employees can use leave or the employee can work an adjusted schedule.

BUSINESS NAME is not required to compensate an employee who is receiving reasonable break time spent to express breast milk.



**When you display
this image, you
SHOW YOUR SUPPORT.**

The purpose of the international symbol for breastfeeding is to increase public awareness of breastfeeding, designate baby friendly areas in public, and to mark breastfeeding friendly facilities. (Actual size 4"x4")

BUSINESS NAME

will provide, at little or no cost to the employee, the following services to show our commitment to this belief:



- The addition of a company policy or subtopic, such as "In Support of Breastfeeding," under an existing policy.
- A description of worksite accommodations and options available to women who breastfeed presented during new employee orientation.



- A reasonable break time for an employee to express breast milk for her child for 1 year after the child's birth each time an employee has need to express the breast milk. Because a flexible schedule is important, beginning and ending work times can be adjusted to accommodate these breaks.



- A private space (NOT a bathroom) that is shielded from view and free from intrusion from co-workers and the public, with a comfortable chair that breastfeeding employees can use to pump their breast milk during the workday. A sink and either a cooler or refrigerator for breast milk storage will be in the room or nearby. (A community fridge will suffice for breast milk storage.)



- Employee education that will explain why breastfeeding moms need support from their employer and co-workers.



START here...

The following are the minimum federal law requirements for providing a breastfeeding-friendly environment in the workplace.

Allow Time for Breaks

Businesses are required to provide nursing mothers with a reasonable break time to express breast milk whenever needed throughout the workday. The frequency and duration of time necessary to express breast milk may vary depending on the needs of the nursing mother.



Create a Private Space

Businesses must provide nursing mothers with a private space to express breast milk, other than a bathroom, that is shielded from view and free from intrusion of others. While the space does not need to be exclusively dedicated to this purpose, a temporary space that meets the other requirements listed in the checklist is appropriate.



Be Supportive

Employers are not required to compensate nursing mothers for breaks taken to express breast milk. However, if a nursing mother chooses to use an established compensated break time as a time to express breast milk, then she must be compensated as she normally would.



checklist OF BEST PRACTICES

- Create a clean, permanent nursing mother's room with natural or soft lighting, calming décor, and a comfortable temperature to ensure that nursing mothers can initiate breast milk flow.
- Offer a secure room that locks from the inside and still allows entry from Emergency Response Personnel or another way to guard the room from intrusion while in use.
- Furnish comfortable seating such as ergonomic chairs or recliners.
- Provide access to a sink with hot and cold running water and a microwave for the sterilization of materials and supplies.
- Equip the room with hospital grade breast pumps for quick and efficient pumping and a refrigerator with a freezer section and ice packs exclusively for the storage of breast milk.
- Access to electricity and a clock.
- Install hooks to hang items needed when using the nursing mother's room.
- Provide a full-length mirror for mothers to check/adjust their clothing before leaving the room.
- Administer a daily cleaning regimen for the private space, provided by the business.
- Prepare a sign-up sheet, either online or posted, for use of the nursing mother's room.
- Establish a bulletin board for posting information on events and classes for parents, pumping schedules, notices, and photos of the mother's babies which can encourage breast milk flow.
- Provide contact information for consultants and guidance counselors.
- Provide access to pregnancy and breastfeeding pamphlets, books, videos, and other breastfeeding literature for nursing mothers that addresses common issues (*e.g. maintaining breast milk supply*).
- Appoint a program manager or point of contact who is readily available for questions regarding the nursing mother's program.
- Educate co-workers on the necessity and benefits of expressing breast milk in the workplace.
- Provide ways for employees to give feedback to the business regarding the nursing mother's program and room.



make it a

PRIORITY

Use the recommendations provided in this policy booklet as a guide for your business. Implementing a policy that will fit your business and benefit your employees is the overall goal and policy compliance should be considered for this purpose. Your worksite wellness committee may be the perfect group to ensure this policy will remain a priority.

TAKE THE FIRST STEP

By implementing this model policy in its entirety or choosing to tailor this policy to your business' needs, you are taking a great first step in creating a healthy environment for the breastfeeding employees at your worksite!

Questions? Visit HealthySD.gov/Breastfeeding for free technical assistance and to learn more about adopting a company policy.

DEFINITION OF TERMS

Breastfeeding: The method of feeding a baby with milk directly from the mother's breast; suckling or nursing; giving a baby milk from the breast.

Expressing Breast Milk: The process by which a woman expels milk from her breast. Breast milk can be stored and fed to the baby at a later point in time. Milk may be expelled manually using the hands or with a pump especially designed for expressing breast milk.

Private Space: A room that nursing mothers can use to express milk. The space must be shielded from view and free from intrusion of others. There should be a place for the mother to sit and a flat space other than the floor to place the breast pump and other supplies. The space should provide access to electricity for the use of the breast pump.

RESOURCES & REFERENCES

1. Affordable Care Act - SEC. 4207 - REASONABLE BREAK TIME FOR NURSING MOTHERS www.dol.gov/whd/regs/compliance/whdfs73.htm
2. Centers for Disease Control and Prevention www.cdc.gov/breastfeeding/pdf/2013breastfeedingreportcard.pdf
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10. United States Office of Personnel Management. Guide for Establishing a Federal Nursing Mother's Program January 2013.

