

MONTANA MOTHER-FRIENDLY WORKSITE TO SUPPORT BREASTFEEDING

TOOLKIT FOR EMPLOYERS & EMPLOYEES





MONTANA
**NUTRITION & PHYSICAL
ACTIVITY PROGRAM**

The Montana Nutrition and Physical Activity Program
Montana Department of Public Health & Human Services Helena
June 2018

Letter of Introduction

Welcome to the ***Montana Mother-Friendly Worksite to Promote Breastfeeding Toolkit***. The purpose of this publication is to provide a practical resource tool for Montana employers and employees outlining steps to support breastfeeding mothers in the workplace.

Eight out of ten breastfeeding mothers in the U.S. start out breastfeeding but less than $\frac{1}{2}$ are still breastfeeding at 6 months. Lack of lactation support and education, paid leave & workplace lactation accommodation are key barriers. This toolkit focuses on providing online and printable resources to support the latter.

The Mother-Friendly Worksite to support Breastfeeding Toolkit aims to increase lactation support for Montana employers by outlining **three simple steps** (time, space, policy) to implementing a workplace lactation support program and providing official recognition to employers who do so. This toolkit will also outline how providing employee lactation accommodations is also ***good for business!***

Lastly, this resource brings together consistent messaging on best practices from national stakeholders including [The Surgeon Generals Call to Action to Support Breastfeeding](#), [The Business Case for Breastfeeding](#) and [Employer Solutions to Lactation Accommodations](#).

Influenced by our statewide maternal and infant health champion's focus on providing quality lactation support over the last $\frac{1}{2}$ decade, Montana families have already met most [Healthy People 2020](#) breastfeeding objectives, including having ever breastfed ([86.4%](#)) and exclusive breastfeeding at three ([60.7%](#)) and six ([33.8%](#)) months. However, Montana's breastfeeding rates at 1 year fall below Healthy People 2020 objectives. This toolkit offers guidance and resources for employers and employees to ensure Montana's breastfeeding rates continue to grow at all stages of the breastfeeding experience thus enhancing health outcome across the state of Montana.

Sincerely,
Montana Nutrition & Physical Activity Program

Montana Mother-Friendly Worksite to Support Breastfeeding

Families are healthier when their workplace supports women during pregnancy and while breastfeeding. Mothers are the fastest growing segment of the U.S. labor force with 1/3 of mothers returning to work within three months after birth and approximately two-thirds returning within six months after the baby is born. Breastfeeding support from an employer can help reduce the barriers a mother may encounter when returning to work and help her meet her breastfeeding goals **And it is good for business!**

The Montana Mother-Friendly Worksite to Support Breastfeeding Initiative recognizes Montana businesses that proactively support employees who choose to breastfeed their infants. Creating and implementing a Mother-Friendly policy is both simple and inexpensive. The most basic Mother-Friendly worksites need only provide:

1. a private space;
2. flexible scheduling for break time;
3. a policy that notes time, private space to pump breastmilk.

Steps to Mother-Friendly Worksite Recognition

1. Start the conversation about the needs of breastfeeding women in your workplace and create a worksite **lactation policy**.
2. Identify & implement **space and time** options that comply with state & federal laws.
3. Continue to **promote and improve** your lactation support services through employee education, manager training, policy reviews, and employer feedback.

It's Good for Business!

Offering a nursing employee support provides a **3:1 return on investment** through lower health care costs, decreased sick time taken due to infant illness, higher retention rates, improved productivity and loyalty and a positive public image improving recruitment potential.

1. **Lower Absenteeism Rates:** Because babies are healthier when they are breastfed, their parents are less likely to miss work. 1-day absences due to illness occur twice as often among parents whose infants are not breastfed. *CIGNA Insurance Company - 2 year study saved \$60,000/year in lower absenteeism rates among women whose babies were breastfed.*
2. **Lower Healthcare and Insurance Costs:** The reduced health care costs for breastfed infants translate into lower medical insurance claims for businesses. Babies who are not breastfed visit the physician more often, spend more days in the hospital, and require more prescriptions than breastfed infants. *Mutual of Omaha found that employees who participated in their lactation support program had newborn health care costs that were three times lower than employees who did not participate.*
3. **Higher Retention Rates:** Research shows that women who receive support to express milk at work are more productive and loyal to the company. They are also more likely to return from maternity leave, and often come back to work earlier. A study of several companies with lactation support programs showed that they retained 94.2% of their employees after maternity leave, compared with the national average of only 59%. *Mutual of Omaha reported an 83% retention rate among women employees after implementing a lactation support program compared to the national average of only 59%.*



Accommodating Nursing Mother's at Work is the LAW!

Federal: Break Time for Nursing Mother Law, US Department of Labor US Patient Protection & Affordable Care Act (2010) amended the Fair Labor Standards Act to require employers to provide a nursing mother a place and reasonable break time to express breast milk after the birth of her child. The following is required:

Reasonable time to express breast milk each time it is needed during the day, up to the baby's first birthday, and a place, other than a bathroom, that is private to express breast milk. An employer that employs fewer than 50 employees and proves an undue hardship may be exempt. The employer must apply for exemption through the Department of Labor. Nothing in this law shall preempt a State law that provides greater protections.



State: Public employer policy of support of women & breastfeeding Mont. Code Ann. § 39-2-215 et seq. (2007). Specifies that all state and county governments, municipalities, and school districts and the university system employers must not discriminate against breastfeeding mothers and must encourage and accommodate breastfeeding. Requires employers to provide daily-unpaid break time for a mother to express breast milk for her infant child and facilities for storage of the expressed milk. Employers are also required to make a reasonable effort to provide a private location this activity

Accommodating nursing mothers in the workplace can work for YOUR business! Learn how! More than 3 out of every 4 women choose to nurse their baby, and many plan to continue once they return to work. Your support will make that possible! The requirements are simple: a clean private area to express milk and a short break every two or three hours and a policy.

Breastfeeding Benefits Everyone

With support, many mothers have found that they can continue to give their babies the important health benefits even after they return to work. This toolkit will offer resources to support employee's transition back to the workplace.

Benefits for Baby

- The cells, hormones, and antibodies in breastmilk help protect babies from illness. This protection is unique and changes every day to meet your baby's growing needs.
- Lower risk of Necrotizing Enterocolitis a disease that affects the gastrointestinal tract in premature babies, or babies born before 37 weeks of pregnancy.
- Breast milk is easier to digest than formula.
- Breast milk contains *antibodies* that protect infants from certain illnesses, such as ear infections, diarrhea, respiratory illnesses, and allergies. The longer your baby breastfeeds, the greater the health benefits.
- May reduce risk of SIDS (Sudden Infant Death Syndrome).

Benefits for Mom

- Breastfeeding triggers the release of a *hormone* called *oxytocin* that causes the *uterus* to contract. This helps the uterus return to its normal size more quickly and may decrease the amount of bleeding you have after giving birth.
- Breastfeeding leads to a lower risk of type 2 diabetes & certain types of breast cancer & ovarian cancer.

The American Academy of Pediatrics (AAP) recommends exclusive breastfeeding for about 6 months, followed by continued breastfeeding as complementary foods are introduced, with continuation of breastfeeding for 1 year or longer as mutually desired by mother and infant.



Breastfeeding Benefits Everyone

Step 1: Garner Support

- Begin by reaching out to all levels of management to garner support for lactation accommodations.
- Form a committee of people who have an interest in the program including health promotions, facilities manager, current and previous breastfeeding and/or parenting employees, and pregnant employees.

Step 2: Assess & Develop Policy

When developing your policy keep in mind that employers (with some exemptions) are subject to the Fair Labor Standards Act, and must provide nursing employees with private space and “reasonable” unpaid breaks to express breast milk, for up to one year after the birth of a child.

- Assess how your organization currently supports worksite lactation by evaluating the current population, policies, environments, supports, needs, and constraints.
- Develop a policy that outlines what the employees can expect from the organization and what the organization expects from them.
- Policy should include space and time to pump parameters.

Step 3: Implement & Evaluate

Considerations when rolling-out your Mother-Friendly Program.

- Space: Provide employees a private, accessible area, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, for either expressing breastmilk.
- Time: Provide work schedule and work pattern flexibility to, at a minimum, accommodate a reasonable break time for an employee to express breastmilk for one year or longer after the child’s birth.
 - Promote your worksite lactation program. It helps women in the organization know about the program's existence and offers good public relations value for recruiting and retaining other employees.
 - Continue to evaluate the program. The results of the evaluations should be incorporated into future policy revisions and program updates.

Nominate a Worksite

Nominate Your Worksite to Receive Mother-Friendly Worksite Recognition

1. Fill out this simple form at:

https://mdphhs.az1.qualtrics.com/jfe/form/SV_51GuMf5pKP3ke9L

2. We will contact the worksite to thank them and discuss next steps

A Mother-Friendly Recognized Worksite Receives

1. Gains in employee **satisfaction** and **productivity**, **lower absenteeism** and community recognition.
2. **Recognition** on the Montana Nutrition & Physical Activity Program website, social media pages and press releases.
3. Mother- Friendly Worksite **certificate** of recognition and **window cling**.
4. Lactation accommodation **program support**.

Need Assistance? Contact us

We have staff available to provide technical assistance to help your worksite with the process of setting up a lactation accommodation program including, creating breastfeeding support policies, and setting up a private space and more!

Contact Terry Miller, NAPA Senior Breastfeeding Consultant at
tmiller6@mt.gov

References

United States Breastfeeding Committee

<http://www.usbreastfeeding.org/p/cm/ld/fid=252>

The AAP

<http://pediatrics.aappublications.org/content/129/3/e827.full>

The Academy of Nutrition and Dietetics

<https://www.eatrightpro.org/practice/position-and-practice-papers/practice-papers/practice-paper-promoting-supporting-breastfeeding>

The American Academy of Breastfeeding Medicine

<http://online.liebertpub.com/doi/pdfplus/10.1089/bfm.2008.9988>

The Surgeon General's Call to action to support Breastfeeding

<http://www.surgeongeneral.gov/library/calls/breastfeeding/>

Texas Mother Friendly

<http://texasmotherfriendly.org>

TriCounty Health Department – Making Breastfeeding Work for Employers <http://www.tchd.org/DocumentCenter/View/3956>

Women's Health.gov - Business Case for Breastfeeding

<https://www.womenshealth.gov/breastfeeding/employer-solutions/business-case.html>

Women's Health.gov – Employer Solutions

<https://www.womenshealth.gov/breastfeeding/employer-solutions/common-solutions/solutions.html>

Healthy People 2020 Objectives for the Nation

<https://www.healthypeople.gov/2020/data-search/Search-the-Data#objid=4864>