

Creating a Breastfeeding-Friendly Worksite



Supporting breastfeeding saves money! Breastfeeding mothers and their babies are healthier.¹ Parents miss fewer days of work because their babies are sick less often.¹ It is also the law. State law says employers must provide a private space that is not a bathroom, for a mother to pump her milk. They also must offer the time to do so.

STEPS TO SUCCESS

1. Work with your Wellness Committee. Talk about how your worksite would benefit from supporting new moms.
 2. Review the California Lactation Accommodation Law.
www.californiabreastfeeding.org
 3. Create a program that supports new moms.
 4. Educate workers about the new breastfeeding program.
 5. Twice a year talk about how the program is going. Make changes as needed.
- An insulated cooler with ice packs or small private refrigerator will be provided to store expressed milk.
 - A sample policy can be found at the *Nutrition Education and Obesity Prevention Branch—Worksite Program* website at www.cdph.ca.gov/programs/cpns/Pages/WorksiteFitBusinessKit.aspx.
 - Share the policy with all workers.

TOOL TIPS

Steps to Becoming a Breastfeeding-Friendly Worksite

- Have a written policy that supports breastfeeding employees. Include the following information:
 - The company expects positive attitudes towards women who return to work and continue to breastfeed. This is expected of staff at every level.
 - Breastfeeding employees can use break times to pump milk.
 - A comfortable, private space will be provided to moms for pumping their milk. It will have an electrical outlet and be

separate from the restroom. It will be close to the employee's work area.

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- A sample policy can be found at the *Nutrition Education and Obesity Prevention Branch—Worksite Program* website at www.cdph.ca.gov/programs/cpns/Pages/WorksiteFitBusinessKit.aspx.
- Share the policy with all workers.

Good for Business¹

Supporting breastfeeding moms is good for business. Research has found that companies with lactation programs are 60% more likely to keep their new mothers as employees than companies that do not.

Employers who support their breastfeeding workers have:

- women who return to work earlier.
- breastfed babies that get sick less often. This can mean less sick time taken by parents.
- lower health care costs.
- happier employees.
- workers that are more likely to stay on the job.
- better company image.

¹ Office of Women's Health. The Business Case for Breastfeeding: For Business Managers. U.S. Department of Health and Human Services, Health Resources and Services Administration, Maternal and Child Health Bureau, 2008. <http://www.womenshealth.gov/breastfeeding/government-in-action/business-case-for-breastfeeding/business-case-for-breastfeeding-for-business-managers.pdf>, accessed 3/1/14.

Healthy for Mothers and Babies

Mothers who breastfeed have:²

- more time between pregnancies.
- an easier time returning to work.
- reduced risk of certain cancers.
- reduced risk of diabetes.
- slightly more weight loss.
- better management of stress.

Babies who are breastfed are:^{2,3}

- less likely to develop ear infections, colds, and flus.
- less likely to develop allergies and asthma.
- lower risk of diabetes, certain cancers, and obesity.
- lower risk of Sudden Infant Death Syndrome (SIDS).
- fewer trips to the doctor.
- healthy brain development.

It's the Law

State law says that employers must support breastfeeding women. They should provide time and a private space, other than a bathroom.

IN AGRICULTURE:

- Provide access to an employee refrigerator or insulated cooler with ice packs for workers to store pumped breast milk.
- Allow a flexible time schedule for pumping milk.
- Provide a private space for breastfeeding moms to use such as a personal pop up tent.

Women should be able to keep breastfeeding when they return to work.

Find California's breastfeeding laws at California Breastfeeding Coalition:

www.californiabreastfeeding.org/laws.html.

GO FURTHER

After creating a policy, worksites should:

- Set aside a room as a "Lactation Room" for breastfeeding moms to use.
- Provide a sink with warm water and a small private refrigerator near or in the room.
- Allow a flexible time schedule for pumping milk.
- Provide options such as part-time work or working from home to breastfeeding employees. This will make it easier for moms to come back to work.
- Offer longer maternity leave.
- Provide workers with breastfeeding resources and services in the community.
- Include breastfeeding information in the employee wellness program.
- Encourage workers to form a breastfeeding support group.
- Provide fresh water in the lactation room to help moms stay hydrated.

FOR MORE INFORMATION:

Visit our website at

www.cdph.ca.gov/programs/cpns/Pages/WorksiteProgram.aspx for:

- sample policies on breastfeeding in the workplace.
- printable handouts.
- links to the law.
- more information.

² Ip S, Chung M, Raman G, et al. Breastfeeding and maternal and infant health outcomes in developed countries. *Evidence Report/Technology Assessment No 153*. AHRQ Publication 07-E007. Rockville, MD: Agency for Health Care Research and Quality, April 2007.

³ Kramer MS, Aboud F, Mironova E, et al. Breastfeeding and child cognitive development: new evidence from a large randomized trial. *Arch Gen Psychiatry*. 2008;65:578-587.