



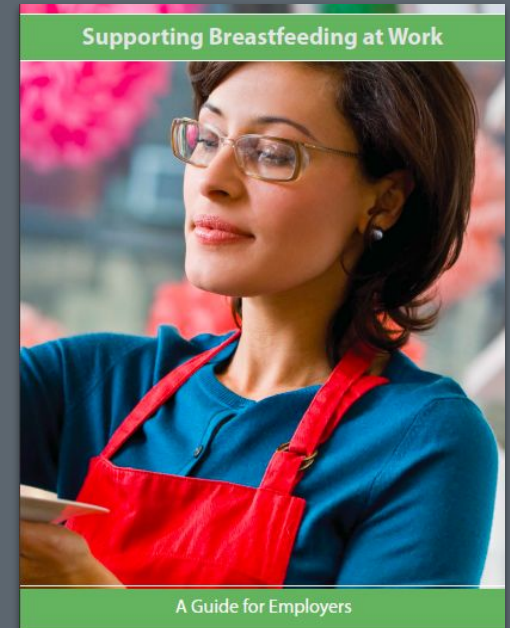
*Lactation Friendly Workplace
Employer Training*

Agenda

- Workplace benefits
- Breast/chestfeeding benefits for mom and baby
- Lactation support laws
- Employee needs
- Lactation Friendly Workplace Certification
- Examples
- FAQs
- Resources

Toolkit + Terminology

- Blue flags in upper right coordinate with *Supporting Breastfeeding at Work* Toolkit.
- Note: this presentation uses the terms “breastfeeding” and “chestfeeding” to describe the action of feeding a baby human milk, including expressed/pumped milk or directly breast/chestfeeding. The word “chestfeeding” is offered as an alternative for people that prefer not to use the term “breast” when referring to their own bodies.



**BREAST/CHEST
FEEDING
PARENTS ARE
EMPLOYEES**

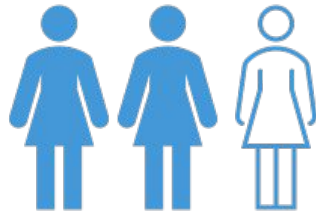
**25.1 million or 69.9% of
mothers actively participating
in the labor force**

**90% of Colorado families
choose to initiate
breast/chestfeeding; however,
this number decreases
significantly when parents
return to work**

Workplace Benefits



Lower healthcare costs because babies & parents are healthier



Reduced rates of absenteeism due to baby's illness among all parents



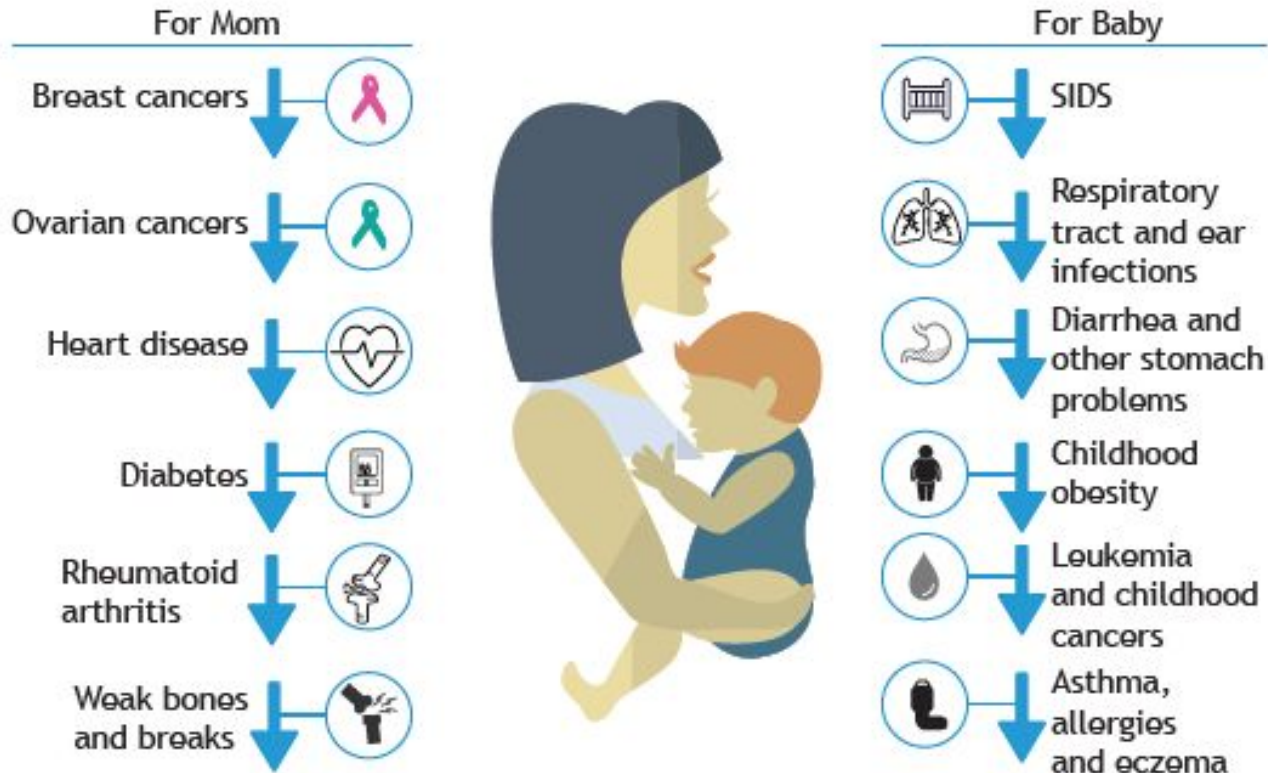
Lower turnover rates when a lactation program is provided



Improved employee productivity & loyalty rates

Benefits for Parents and Babies

Breastfeeding improves the health of mom and child
by reducing the risks of:



Source: Pediatrics, March 2012, 129 (3).

Colorado State Law

- 1 or more employees
- 2 years
- Reasonable paid or unpaid break time
- Private space - NOT a toilet stall
- No discrimination

Federal Law

- ≥ 50 employees
- 1 year
- Reasonable paid or unpaid break time
- Private space - NOT a toilet stall
- No discrimination

*Colorado state law is stronger than the federal law, thus supersedes federal law

EQUITY

**Creating a fair, equitable, and
supportive workplace includes
accommodating
breast/chestfeeding**

Barriers to Lactation

- Lack of awareness around pumping policies
- Lack of time in workday
- Lack of support from coworkers
- Lack of support from supervisors
- Food safety and/or storage concerns
- No reasonable, clean and/or private space for pumping

Returning to work is a major barrier to breast/chestfeeding success

Basic Needs of Employees

- Milk Expression
 - To keep up milk production, milk must be regularly removed from the breast every 2-3 hours
 - Without removal, milk production will drop

Basic Needs of Employees

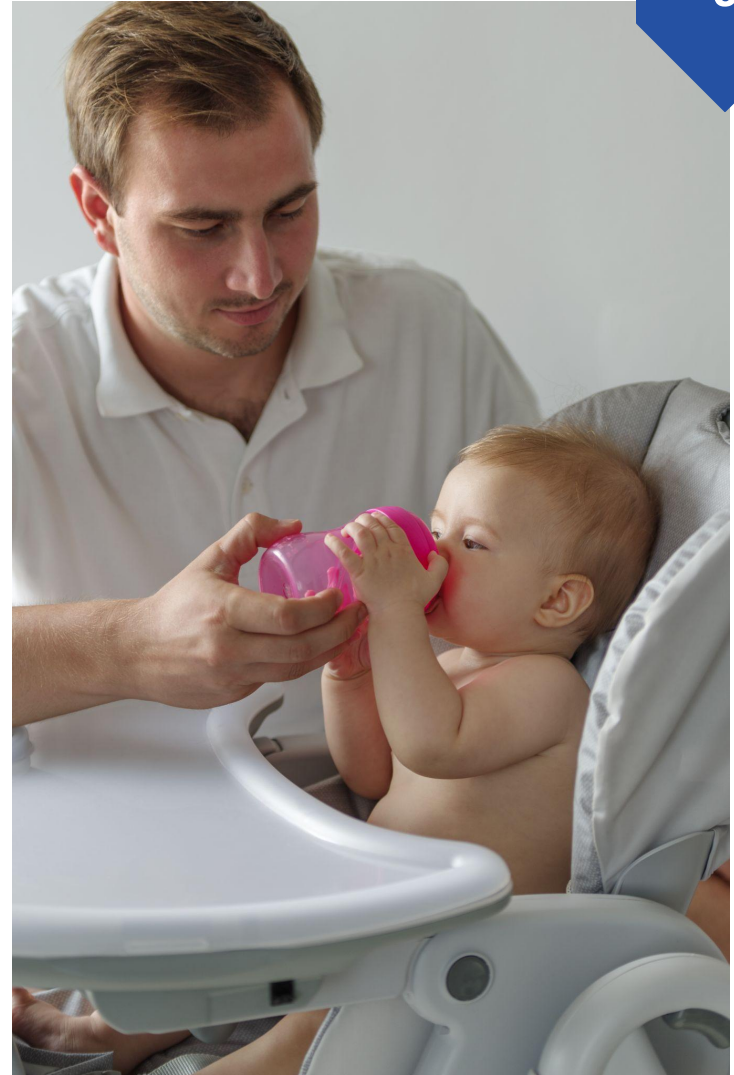
- Time
 - It takes around 20-30 minutes (not including travel time to and from the lactation space) to express milk



- Private Space
 - Free from intrusion from coworkers and the public
 - Not a bathroom stall
 - Must include a chair, table and electrical outlet.
Also may be nice to have a sink, refrigerator, decorations, mirror, etc.
- Ex: the employee's own office, another office, conference room, closet or storage room, any small, private space not in use

Basic Needs of Employees

- Support
 - Information about milk expression options prior to maternity leave



Becoming Lactation Friendly certified requires little more than complying with the law

Self-Assessment

- To become Lactation Friendly Certified, at least one box must be checked in each category (Policy, Time & Space) of the Lactation Friendly Certified column.

Worksite Self-Assessment

Organization Name: _____ Contact Person: _____
 Email/phone: _____ Date: _____

Instructions:
 This tool is intended to assess the current state of your organization and identify areas for improvement. When completing, please check all that apply.

To achieve Lactation Friendly Workplace Certification, at least one box must be checked in each category (Policy, Time & Space) of the Lactation-Friendly Certified column. In other words, there must be **no** check marks in the "pre-certification" column (yellow). The intent of the Lactation Advocate column is to outline additional family friendly support initiatives that can be implemented above and beyond certification.

Assessment:
Policy: An explicit policy or set of guidelines outlining organizational support for breastfeeding employees

Pre-Certification	Lactation-Friendly Certified	Lactation Advocate
<input type="checkbox"/> We do not have a lactation policy. <input type="checkbox"/> Our lactation policy is informal and is not written or regularly communicated to staff.	<input type="checkbox"/> We have a written <u>policy</u> and it is distributed or communicated to all employees at least once a year.	<input type="checkbox"/> Lactation policy-related information is provided to all new hires. <input type="checkbox"/> Lactation policy-related training is provided to all new managers and employees. <input type="checkbox"/> Our insurance plan covers lactation equipment or breast/chestfeeding services OR we educate our employees on breastfeeding-related benefits available through the Affordable Care Act. <input type="checkbox"/> We contract with a lactation consultant to provide services for lactating employees. <input type="checkbox"/> We have culturally relevant information available to our employees (i.e., lactation specialists/doulas that speak their native languages or align with their identities, or information about diverse coalitions or support groups.) <input type="checkbox"/> We have a committee of employees or a workplace <u>wellness</u> program that sets lactation

3 Steps to Certification

1

POLICY

2

SPACE

3

COMMUNICATE

Breastfeeding Friendly & Breastfeeding Advocate



Setting Up a Lactation Space







FAQs

How much does it cost to become Lactation Friendly Certified?

No cost!

FAQs

How long does it take to become Lactation Friendly Certified?

The time investment is up to you!

FAQs

What if I don't currently have breast/chestfeeding families or a space?

Great - now's the time to prepare!

FAQs

Is there anyone to help with this process?

Visit the Colorado Breastfeeding Coalition website for recommendations on next steps and support if needed

RESOURCES - COLORADO

Colorado Breastfeeding Coalition

<http://www.cobfc.org/>

Colorado Dept. of Public Health & Environment

<http://www.breastfeedcolorado.com>

Colorado Dept. of Labor & Employment

<http://www.colorado.gov/cdle/labor>

Colorado Statutes Governing Breastfeeding Women

<http://www.breastfeedinglaws.uslegal.com/state-laws/colorado-breast-feeding-laws/>

Supporting Breastfeeding at Work Toolkit

<https://drive.google.com/file/d/1o76d4ZLegel9SUZxtapXH96FQcflgytp/view?usp=sharing>

Local/County Breastfeeding Coalitions

RESOURCES - NATIONAL

The Business Case for Breastfeeding from the Office on Women's Health

<https://www.womenshealth.gov/breastfeeding/breastfeeding-home-work-and-public/breastfeeding-and-going-back-work/business-case>

United States Breastfeeding Committee

<http://www.usbreastfeeding.org>

United States Dept. of Labor

<http://www.dol.gov/whd/nursingmothers>

International Lactation Consultant Association

<https://ilca.org/>

United States Surgeon General

<http://www.surgeongeneral.gov/>

Parenting in the Workplace Institute

<http://www.babiesatwork.org/k>

**You are a crucial part of
advancing lactation support
in Colorado**

Thank you!