

2 | Workplace Breastfeeding Options



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	BASIC SERVICES	ADVANCED	STATE OF THE ART
Lactation Room Options	Electrical Outlet (standard 110V)	Electrical Outlet (standard 110V)	Electrical Outlet (standard 110V)
	Room locks from the inside	Room locks from the inside	Room locks from the inside
	Comfortable chair	Comfortable chair, footstool	Recliner
	Table or flat surface to hold the breast pump	Table or flat surface to hold the breast pump	Table or flat surface to hold the breast pump
	Disinfectant wipes	Disinfectant wipes	Disinfectant wipes
	Room is located near a source of running water	Room has a sink	Room has a sink
	Employee brings her own breast pump	Employer pays for rental of a breast pump, or provides a hospital-grade multi-user electric breast pump that is purchased or rented	Employer subsidizes or provides a portable electric breast pump, or provides a hospital-grade multi-user electric breast pump
			Breast pumps are also provided for partners of male employees
	Employee brings her own attachment kit if hospital-grade pump is used	Employer subsidizes the cost of attachment kits for hospital-grade pump	Employer provides the attachment kit for employees
	Employee stores milk in a public area refrigerator or personal cooler	Employer provides personal coolers for storing milk	Employer provides a small refrigerator within the room for storing milk
	Room is clean	Room is clean	Room is clean
		Bulletin board for posting baby photos and notes of support	Bulletin board for posting baby photos and notes of support
		Educational resources are available	Educational resources are available
		Desk or table top space is provided	Desk or table top space is provided
		Attractive wall hangings, floral arrangement, etc.	Attractive wall hangings, floral arrangement, etc.
			Telephone is available for employee to check voicemail messages
		Computer terminal with VS PC/ internet access is available	

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Workplace Breastfeeding Options, continued

	BASIC SERVICES	ADVANCED	STATE OF THE ART
Milk Expression/Child Feeding	Employee takes usual lunch and break times to express milk; extra time needed is considered unpaid leave time	Extra time that may be needed is made up as part of a flexible schedule (coming in early, staying late, etc.)	Break time is considered paid time, whether the employee goes over the allotted break time or not
Education	Company makes pregnancy and breastfeeding pamphlets, books, and videos available	Company offers classes on pregnancy and breastfeeding during the lunch hour	Education is available for dads as well as partners of male employees
Lactation Consultants	Company provides mothers with names of lactation consultants and other resources in the community	Company contracts with an IBCLC or other lactation expert to assist employees with their questions or concerns	Contract lactation expert services are also available for female partners of male employees
Other Workplace Supports	Names of local support group meetings are available to employees; a bulletin board for sharing notes of encouragement provided in lactation room	Company hosts regular support group meetings	Providing electronic options for staying connected in the lactation room and at home
	Company provides onsite childcare for quick and easy direct access to the baby during breaks	Company allows mother to bring the baby to work during the first few months	Company provides onsite childcare for quick and easy direct access to the baby during breaks or allows mother to bring the baby to work during the first few months

OPTION	PUMP COSTS	ATTACHMENT KIT COSTS	TOTAL ANNUAL COST
Purchase a multi-user hospital-grade pump	\$1,125 (one time expense)	\$850 per year (\$42.50 x 20 kits)	\$1,975 first year, \$850 per year thereafter
Rent a multi-user hospital grade pump	\$780 per year (\$65 x 12 months)	\$850 per year (\$42.50 x 20 kits)	\$1,630 per year
Single user portable electric breast pumps	\$5,000 per year (\$250 x 20)	\$0 (attachment kits are included)	\$5,000 per year

NOTE: Costs are figured as a general average. Actual prices could be more or less, depending on the types of pumps selected and the company from which they are acquired.

Source: U.S. Department of Health and Human Services, Health Resources and Services Administration and Every Mother Inc. *The business case for breastfeeding*. Rockville, Maryland: U.S. Department of Health and Human Services; 2008. Available at: <http://www.ask.hrsa.gov/detail.cfm?PubID=MCH00254&recommended=1>. Accessed May 15, 2009.