



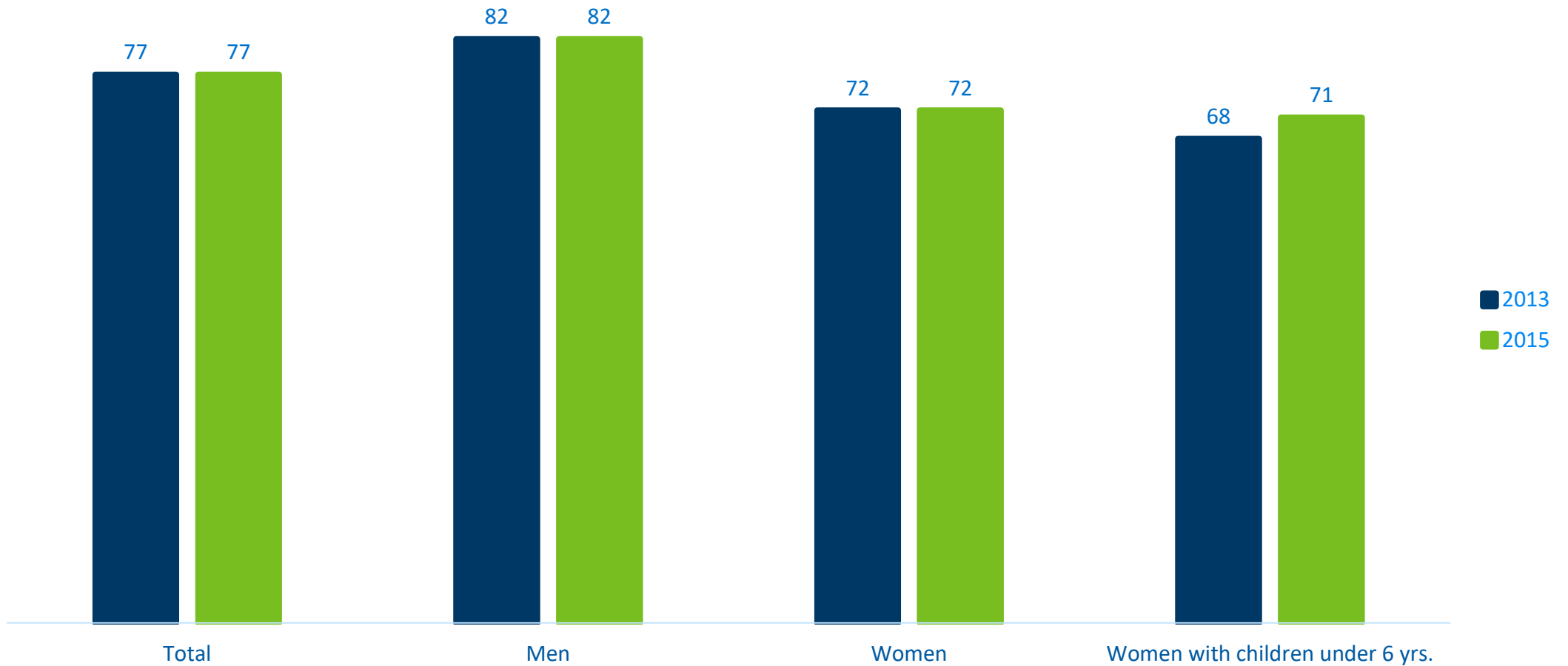
Breastfeeding Support in the Workplace

Leslie Anderson, RN, PHN, CLE

Lake Region Healthcare: Golden Start Breastfeeding Initiative

Why Support Breastfeeding in the Workplace

- Breastfeeding employees miss work less often
- Breastfeeding may lower health care costs
 - Businesses that support nursing moms see a return on investment of 3:1
- Workplace lactation programs improve productivity and loyalty and reduces turnover rates
- Breastfeeding support can generate positive public relations



Source: U.S. Census Bureau, American Community Survey Public Use Microdata Sample (PUMS) single-year estimates.
http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_13_1YR_S2301&prodType=table

Adults in the Workforce

- Both federal and state law contain nursing mother provisions:
 - Nursing moms must be provided break time
 - A room must be provided that is not a bathroom stall
- Federal law
 - https://www.dol.gov/whd/nursingmothers/Sec7rFLSA_btnm.htm
- State law
 - <https://www.revisor.mn.gov/statutes/?id=181.939>

STEP(s) to Creating A Breastfeeding Friendly Workplace

- **Support** – From the employer, supervisor, colleagues
- **Time** – Leave after birth and accommodating breastfeeding upon return to work
- **Education** – The benefits of breastfeeding, the workplace policy for mothers, fathers and supervisors. Access to health professionals who can assist with breastfeeding questions and concerns
- **Place** – Private space to express milk. Close proximity to workplace other than a bathroom stall, shielded from view, free from intrusion, electrical outlet

- Business Case for Breastfeeding
 - <https://www.womenshealth.gov/breastfeeding/breastfeeding-home-work-and-public/breastfeeding-and-going-back-work/business-case>
- Workplace Accommodations for Support and Protect Breastfeeding
 - <http://www.usbreastfeeding.org/p/cm/ld/fid=196>



MState Moorhead



Lake Region Healthcare



Breastfeeding Friendly Workplace Designation



Purpose of the Program

- Increase the number of workplaces supporting breastfeeding mothers and families
- Recognize the importance of employer support
- Support nursing moms to continue nursing for up to a year and beyond



Application Process

Log on to:

<http://www.health.state.mn.us/divs/oshii/bf/BFFworkplace.html>

How to be recognized as Breastfeeding Friendly

There is no charge to participate in this program.

1. **Use the self-assessment checklist** (PDF) to review the criteria for Breastfeeding Friendly Workplace recognition and help guide the development of your workplace lactation support program.
2. **Apply for recognition as a Breastfeeding Friendly Workplace** (PDF). Applications for recognition as a Breastfeeding Friendly Workplace are accepted at any time but are reviewed twice annually. Applications are due by Aug. 15 and Feb. 15 for review by the end of the following month.

Questions?

Email questions about the recognition program or application process to health.bfw@state.mn.us.

Recognized Workplaces

- Breastfeeding Friendly Workplaces Receive:
 - Certificate of Recognition
 - Window Cling
 - Location pinned on MDH map



- Determine if you currently have a policy or guidelines in place
 - If yes, does it need to be updated
 - If no, determine if leadership supportive of implementing a policy
- Use the STEP approach
- Tap into your local breastfeeding coalition if you have one
- Apply for recognition
- Tap into your local breastfeeding coalition at:
<https://mnbreastfeedingcoalition.org>

Thank you

Leslie Anderson, RN, PHN, CLE

goldinit@lrhc.org

218-736-86258