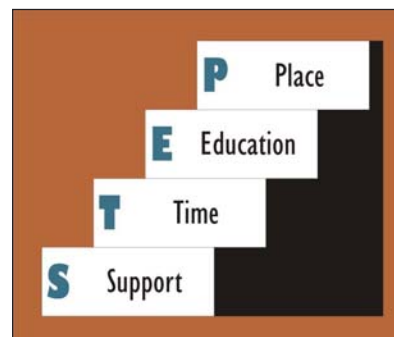


## Beyond the Law: Options to Accommodate Lactating Employees



## Components of a Lactation Support Program



### Support

#### Basic Needs

- Support from company managers, supervisors, and co-workers
- Mother-to-mother support

#### Flexible Options

- Worksite lactation support policy
- Training for supervisors and co-workers
- Mother-to-mother support group
- Electronic list serves or company web-based connection network



### Time to Express Milk

#### Basic Needs

- Two to three 15-20 minute breaks during a typical 8-hour work period (plus time to go to the site)

#### Flexible Options

- Use regular allotted breaks and lunch period
- Excess time that may be needed can be made up before or after work, as part of lunch period, or at other times negotiated with supervisors





## Gradual Return to the Workplace

### Basic Needs

- Gradual phase back to work to allow mother and baby time to adjust to the separation

### Flexible Options

- Part-time for a period of time
- Job sharing
- Telecommuting
- Flexible scheduling (ex: taking off Wednesdays for a period of time)



## Education

### Basic Needs

- Prenatal information on breastfeeding
- Postpartum assistance in the hospital, at home, and back at work



## Education

### Flexible Options

- Prenatal and postpartum breastfeeding class
- Informational materials and videos
- Company contract with a lactation consultant or other lactation expert to provide prenatal education and postpartum assistance
- Individualized back-to-work consult with the contract lactation expert
- Referrals to community classes and lactation experts



## Private Room for Milk Expression

### Basic Needs

- 4' x 5' space minimal
- Access to nearby running water
- Electrical outlet
- Lock on door





## Private Room for Milk Expression

### Flexible Options

- Private locked office, conference room, or other space
- Lactation room set up in small office space
- Construct walls to enclose a small space in a larger room, women's lounge, or other area
- A restroom is **NOT** a sanitary place to breastfeed or express milk!



## Room Amenity Options

- Lock on door
- Safe, clean environment
- Chair and shelf or table for breast pump
- Access to nearby running water
- Breast pump equipment options
  - Employee could bring her own
  - Company could purchase or rent a durable pump that more than one mother can use
  - Company could provide or subsidize a portable pump designed for working mothers to take to and from work



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Public Health Foundation Enterprises



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E Education  
T Time  
S Support



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THE BUSINESS CASE FOR LIFESTYLE DRUGS

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## Options for a Multi-User Rooms



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U.S. Department of Defense, the Pentagon

THE BUSINESS OF BREASTFEEDING



## Options for Non-Office Settings



- Jobs requiring travel
- Environments with little privacy
- Expressing milk in non-office settings



Farm in Watsonville, CA



## Options for a Lactation Room Accommodations



See Folder #2, "Easy Steps to Supporting Breastfeeding Employees" for good/even better/state-of-the-art options for amenities



## Milk Storage Options

- Employee could use her own personal cooler
- Company could provide a small college dorm room sized refrigerator located in the lactation room
- A public shared refrigerator could be used if desired by mothers and co-workers



## Beginning a Lactation Support Program in Your Company

- Establish as part of company health benefit services
- House within the wellness division
- Convene a task force with key company stakeholders to identify needs and solutions
- Gain assistance from community resources
- Promote the program with all employees, supervisors, and co-workers to gain buy-in and support



## Contact Information

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