Working and Breastfeeding: It Can Work
Objectives

- Identified one of the benefits of breastfeeding when returning to work

- Reviewed worksite lactation accommodation law and practiced describing it to a participant

- Identified two options for where a mother can pump at work

- Described the process for participants who are working to obtain a WIC pump
Objectives (continued)

- Identified the staff in clinic that can provide information and support for mothers who are returning to work, have returned to work, and/or have problems with pumping and working

- Identified at least three of the handouts for working mothers

- Evaluated this session
Women in the Workforce

- Mothers are returning to work in greater numbers than ever before
- Over 70% of women with children are in the workforce
Women in the Workforce

2005 data from U.S. Department of Labor\(^1\) shows:

- 60 percent of women work outside the home
- Mothers are the fastest growing segment of the U.S. workforce
  - 55 percent with children under age 3 are employed
  - 62 percent with children under age 6 are employed
  - 78 percent are employed full-time
- Growth rate has increased by 80 percent over the last 20 years
Barriers to Breastfeeding

Most common reasons WIC mothers stopped breastfeeding:

1. Returning to work
2. Baby refused the breast
3. Sore nipples

Haughton, JHL, 2010
Supporting Breastfeeding is

WIN-WIN

for Companies and Employees
Mothers need to know:

- American Academy of Pediatrics recommends breastfeeding for at least one year
- Health impact on infants is the greatest with increased duration
Health Impact on Infants

Lower risk of infections and illnesses
- Ear infections
- Respiratory infections
- Dermatitis
- Gastrointestinal disorders

For every 1,000 babies not breastfed, there is an excess of 2,033 physician visits, 212 days in the hospital, and 609 prescriptions

Ball, *Pediatrics*, 1999
Health Impact on Children in Daycare

Health impact is even greater on infants enrolled in daycare centers

- Daycare attendance is associated with double the odds of needing antibiotic therapy
- Infants breastfed at least 4 months significantly decreased those odds
- Protective effect of breastfeeding on children in daycare persists well into child’s second year of life

Dubois, *Social Science and Medicine*, 2004
Health Impact on Mothers

- Lower risk of breast & ovarian cancers
- Lower risk of diabetes

Ip, AHRQ, 2007
Breastfeeding Makes Good Business Sense
Lower Absenteeism Rates

Case Example

One-day absences to care for sick children occur more than twice as often for mothers of formula feeding infants.

Lower Health Care Costs

Case Example:

CIGNA reported in a 2–year study of 343 employees an annual savings of $240,000 in health care expenses, 62 percent fewer prescriptions, and $60,000 in reduced absenteeism rates

Dickson, Conference Presentation, 2000
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Dickson, Conference Presentation, 2000
Other Benefits

- Earlier return from maternity leave
- Higher employee productivity and morale
- Higher employer loyalty
- Recognition as a “family friendly” business

A Lactation Program Gives Employers Bottom Line Benefits
It Is the Law!

Mothers have both state and federal LAW on their side
Every employer… shall provide a reasonable amount of break time to accommodate an employee desiring to express breast milk for the employee’s infant child

- The employer must allow you to use your break time to pump
- If pumping takes longer than the normal break time, the employer does not need to pay you for the extra time
California Labor Code 1030

Space

- The employer shall make reasonable efforts to provide the employee with the use of a room or other location, other than a toilet stall, in close proximity to the employee's work area, for the employee to express milk in private
  - Employers must TRY to find a clean, private space for you to pump
  - The employer does not have to furnish a breast pump, a sink to wash pump parts, or a refrigerator to store milk
California Labor Code 1030 Exception

- An employer is not required to provide break time under this chapter if to do so would seriously disrupt the operations of the employer
  - The employer can say that giving time to pump would make it difficult for their business
California Labor Code 1030
Violations

- An employer who violates any provision of this chapter shall be subject to a civil penalty in the amount of one hundred dollars ($100) for each violation
  - Mothers can report employers for not giving them the time or place to pump, and there are fines if found guilty
  - Claims can be made with the California Division of Labor
Lactation Accommodation Legislation – Federal

- Part of the Affordable Health Care Act of 2010
- Requires reasonable break time and space for nursing mothers
Does the law require this?

- Activity:
  - Thumbs up if you think this is required
- Refrigerator
Does the law require this?

Activity:
- Thumbs up if you think this is required
- Paid pumping time
Does the law require this?

- Activity:
  - Thumbs up if you think this is required
- Lactation room with a lock
Does the law require this?

- Activity:
  - Thumbs up if you think this is required
- Sink
Does the law require this?

- Activity:
  - Thumbs up if you think this is required
  - Space other than a toilet
The law requires

- Time and space
Where can women pump?

Activity:

- In table groups, brainstorm places where mothers pump.
- Where do mothers pump?
  - In your WIC clinic
  - At your previous employers’ worksites
  - Where your sister works
WIC Provides Pumps & Support

- Let mothers know that we provide pumps for employed mothers
  - Breastfeeding class
  - Newborn enrollment
  - Support Group

- Provide Working Mother Brochures

- Refer employed mothers to the Breastfeeding Help Line
Working Mothers Pump Program

- Breastfeeding Unit will review each case
  - Exclusively breastfeeding
  - Employed at least 32 hours/week
    - Includes travel time
  - Full Time Students
  - Employment will be verified
Anticipatory Guidance for Mothers Returning to Work

- Talk to your employer

- When:
  - Before you have your baby
  - Before you return to work

Handout: *Working and Breastfeeding: It Can Work!*
Anticipatory Guidance for Mothers Returning to Work

- Talk to your employer

- What to talk about:
  - Where you can pump
  - When will you pump
  - What if pumping takes more than your break time?
    - Come in early or leave late
    - Take less pay

Handout: Working and Breastfeeding: It Can Work!
Anticipatory Guidance for Mothers Returning to Work

- Educating your co-workers
  - Share why breast milk is important for a baby
  - Share how they will benefit because you will be at work instead of home with a sick baby
  - Find other mothers who have pumped
    - Ask for help in timing breaks and finding a place to pump

Handout: *Working and Breastfeeding: It Can Work!*
Getting You and Your Baby Ready

- 2 weeks before returning to work
  - Build your supply by pumping at home between breastfeedings
  - Have a caregiver bottle feed your baby while you are gone for 2 or 3 hours
  - Give them 2 ounces of your breastmilk
  - Let them know how to tell when your baby is full and to discard leftover milk

Handout: *Breastfeeding While Working or Going to School*
Pumping Tips

- Learn to use the pump
- Gentle breast massage before and during pumping increases the flow and supply
- Breasts tend to have the most milk in the mornings
- You make more milk if you breastfeed or pump often
- While away from your baby, pump about every 2 to 3 hours

Handout: *Pumping and Storing Breastmilk for Your Baby*
Breast emptying maintains the process
  ◦ A full breast - decreased milk production
  ◦ Prolactin cannot connect to receptors when breast is full
  ◦ Fat content in milk decreased when breast is too full

Daly, *Exp Physiol*, 1993
Working and Breastfeeding: It Can Work

Breastfeeding is Important!

- Your milk is a precious gift.
- Breastfeeding is the best way to get back in touch with your baby.

Your Milk Never Loses Its Power

- As children get older, they touch more people and things that carry germs. Your milk helps your child stay healthy.
- The American Academy of Pediatrics recommends breastfeeding for at least one year.
A Day in the Life of a Pumping Mom

- Before going to bed
  - Wash pump parts and bottles
  - Air dry them
  - Prepare snacks and lunch for the next day

- In the morning
  - *Breastfeed* before getting ready for work
  - Pack the pump parts, bottles and ice in cooler
  - *Breastfeed* at child care and leave your milk labeled with your baby’s name

Handout: *Sample Work–Day Schedule of Breastfeeding and Pumping*
A Day in the Life of a Pumping Mom

- **At work:**
  - Pump every 2 to 3 hours for 10–15 minutes
  - Wash your hands before & after pumping
  - Relax, breathe deeply, massage your breasts, look at baby’s photo to help release the milk
  - Rinse the pump parts and reassemble for the next pumping

- **At Child Care**
  - *Breastfeed* before going home with your baby

Handout: *Sample Work–Day Schedule of Breastfeeding and Pumping*
A Day in the Life of a Pumping Mom

- **At home**
  - Label your milk with date and baby’s name
  - Refrigerate your milk for the next day
  - Freeze your milk if you will not use it within 24 hrs
  - *Breastfeed* whenever your baby wants to

Handout: *Sample Work–Day Schedule of Breastfeeding and Pumping*
A Day in the Life of a Pumping Mom

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Handout: *Sample Work–Day Schedule of Breastfeeding and Pumping*
Sample Work-day Schedule of Breastfeeding and Pumping

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<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
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<tbody>
<tr>
<td>6:00 AM</td>
<td>Breastfeed</td>
<td>Home</td>
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<tr>
<td>7:30 AM</td>
<td>Breastfeed</td>
<td>Child care</td>
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<tr>
<td>10:30 AM</td>
<td>Pump – break time</td>
<td>Work</td>
</tr>
<tr>
<td>12:30 PM</td>
<td>Pump (or breastfeed*)</td>
<td>Work or child care*</td>
</tr>
<tr>
<td>3:00 PM</td>
<td>Pump – break time</td>
<td>Work</td>
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<tr>
<td>5:30 PM</td>
<td>Breastfeed</td>
<td>Child Care or home</td>
</tr>
<tr>
<td>Other times</td>
<td>Breastfeed, Breastfeed, Breastfeed</td>
<td>ANYWHERE!</td>
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</tbody>
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* Some mothers choose a child care near their work so they can visit their baby and breastfeed at lunchtime. They find this works best for them – even though it means they may work a little later in the evenings.

YOUR Schedule

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Child Care Centers

- Breastfeeding helps children in child care
  - Protection from infections
  - Promotes close bond with mother
  - Less spitting up

- Breastfeeding helps Child Care Centers financially
  - Meals containing breastmilk are reimbursed by the Child and Adult Care Food Program (CACFP)

Handout: Breastfeeding Babies: Good for Child Care Centers
Breastfeeding Babies: Good for Child Care Centers!

Why should a child care center support breastfeeding?

   - It protects them from infections and developing allergies, diseases and illnesses.
   - Breastfeeding promotes a close bond between mother and baby and is a perfect way to "reconnect" after time apart.
   - Breastfed babies are easier to care for because they spit up less. When they do, breast milk does not stain clothing.
   - Breastfed babies’ diapers have less odor.
   - Breastfed babies are sick less often. They are less likely to have constipation or diarrhea.
   - When breastfed babies are allowed to decide when and how often and how much to eat, they are less likely to develop obesity.

2. Breastfeeding helps child care centers financially.
   - Meals containing breast milk are reimbursed by Child and Adult Care Food Program (CACFP).

   - Mothers search for child care centers that will support them in their decision to breastfeed.
   - Mothers like to have HEALTHY children with their child.

Adapted from: www.health.state.ny.us/prevention/nutrition/cacfp/breastfeeding.htm
Dear Child Care Center,

I am a mother who breastfeeds her child and I will be leaving my child in your care. Please help me continue to breastfeed. Below is a list of what I will need for my child:

1. When I drop off and pick up my child I will breastfeed.

2. I will bring my milk in labeled containers. Please kept it refrigerated.

3. When my child _______________ means he/she is hungry.
   When my child _______________ he/she is full.

Estimada Guardería,

Yo soy una madre que da pecho y dejaré mi niño bajo su cuidado. Por favor ayudeme a continuar dando pecho. A continuación se encontrara una lista de lo que necesitaré para mi hijo

1. Cuando entregue y recoja a mi hijo lo alimentaré.

2. Traeré mi leche en biberones con etiquetas, por favor manténgala refrigerada

3. Cuando mi hijo _______________ significa que tiene hambre
Pumping and Storing Breastmilk for Your Baby

Pumping Tips
- Make sure someone has shown you how to use your pump before you start to use it.
- Gently massage your breasts to start the breastmilk flowing. It might help to look at your baby’s picture or think of your baby while pumping.
- Your breasts may have the most milk in the morning, so pump then if possible.
- You will make more breastmilk if you breastfeed or pump your breasts often.
- While you are away from your baby, pump every 2 to 3 hours for about 15 to 30 minutes.
- Be patient. You will figure out the best times to pump your breastmilk.

It is normal for breastmilk to look thin and watery. The color may change from day to day depending on what you eat.

This information is for healthy, full-term babies. If your baby was born early, talk to a WIC staff person or your doctor about breastfeeding.
Breastfeeding While Working or Going to School

You can still breastfeed after you go back to work or school. Breastfeed before you leave and again soon after you are back with your baby. Between feedings, pump or hand express your breastmilk into a bottle or container for feeding to your baby later. Breastfeeding keeps your baby healthier and is a great way to be closer to your baby when you return home.

Getting You and Your Baby Ready

- At least 2 weeks before returning to school or work, start to build your supply of frozen breastmilk by pumping your milk between feedings. While you are away, a caregiver can feed the stored breastmilk to your baby. (See Pumping & Storing Breastmilk for Your Baby handout for more information.)
- When your baby is about 4 weeks old, ask a family member to feed your baby a bottle of breastmilk. This helps your baby get used to being fed by someone else. Your baby may not want a bottle from you. Be patient. After a few tries, if your baby still refuses to drink from a bottle, try a different kind of nipple, or bottle.
- A week before you go back to work or school, leave your baby with a family member or childcare provider for 2 or 3 hours. Give them a bottle with 2 ounces of your expressed breastmilk. Let them know how to tell when your baby is full and that any leftover milk in a bottle should be thrown out.
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You have the LAW on your side!

LABOR CODE §1030-1033:

*Every employer... shall provide a reasonable amount of break time to accommodate an employee desiring to express breast milk for the employee's infant child.*

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(See *Pumpina & Storina Breastmilk for..."
References

Website:

- Breastfeedingworks.org
- Wicworks.ca.gov
- Labestbabiesnetwork.com