



Breastfeeding-Friendly Worksite Toolkit

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ARIZONA DEPARTMENT
OF HEALTH SERVICES

Health and Wellness for all Arizonans

About me

- I am an IBCLC. I worked at WIC, ADHS & as a contractor for 9 years.
- I am a proud mom of a spunky 24 month old little girl and soon to be #2 little girl. 😊
- I enjoy helping improve breastfeeding-friendly environments in Arizona.

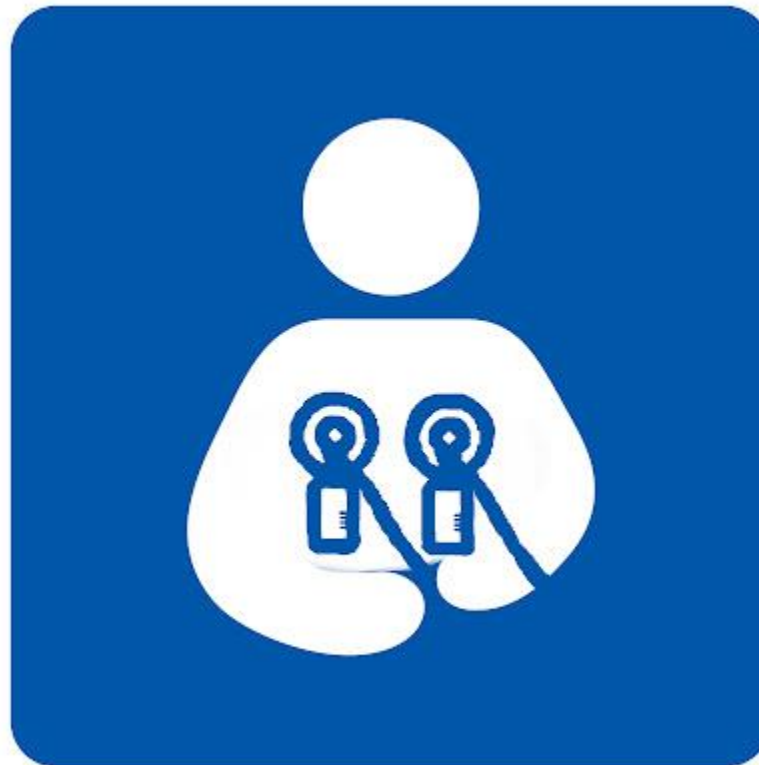


Today's Topics

- Compliance/ACA
- Arizona Department of Health Services (ADHS) Workplace toolkit overview
- How to order one
- Using a lactation consultant
- Tips for your workplace



ACA: Workplace Accommodation



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Breastfeeding and the Affordable Care Act (ACA)

- The Patient Protection and Affordable Care Act (“Affordable Care Act”) requires employers to provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child’s birth each time such employee has need to express the milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk



Workplace Accommodation

1. Reasonable break time
2. Up to child's 1-year birthday
3. A private place other than a bathroom



Business Case for Breastfeeding

- The payoff for employers is significant:
 - Retention of experienced employees
 - Reduction in sick leave taken by employees for children's sicknesses
 - Lower health care and insurance costs



How can ADHS help worksites?

- Arizona's "Making it Work: Creating a Breastfeeding-Friendly Worksite" toolkit
- Website to support employers, employees, etc



Making it Work

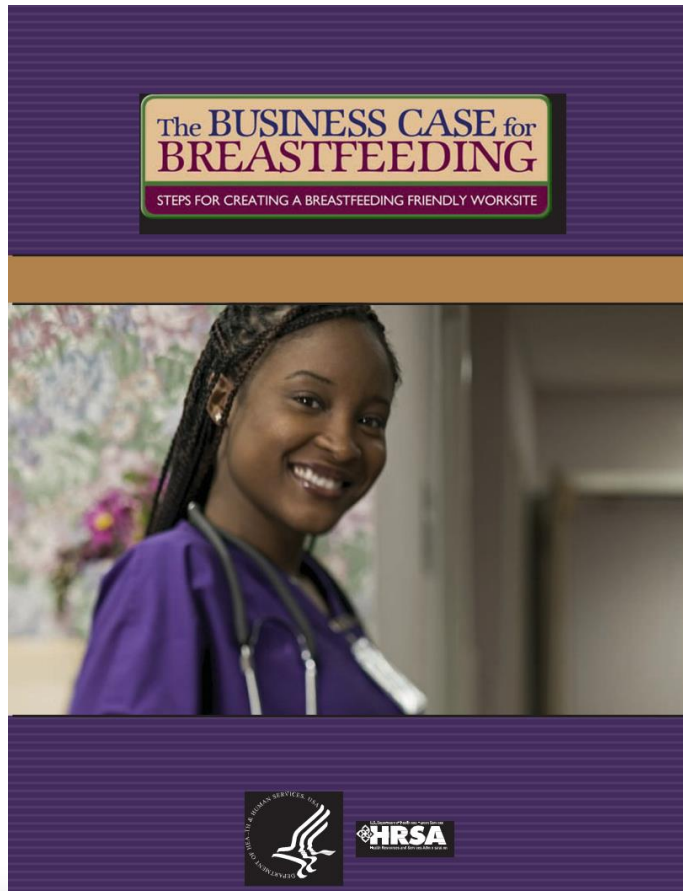
Creating a Breastfeeding-Friendly Worksite



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Contents of the Toolkit



- Used the National resource “The Business Case for Breastfeeding” as the model to share consistent messaging



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Inside the toolkit

- 1 core booklet with an overview of setting up a lactation program
- 3 mini-pamphlets directed to Managers/HR, The Employee, and The Co-Worker
- Breastfeeding-friendly sign
- Privacy door hanger



Informational Pamphlets



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Extras

Making it Work
Creating a Breastfeeding Friendly Worksite

**Breastfeeding
Friendly Facility**



<http://makingitworkarizona.org>


If you would like a more private place, please let us know. We are happy to help.

Funding for this material was made possible (in part) by the Centers for Disease Control and Prevention. The views expressed in written materials do not necessarily reflect the official policies of the Department of Human and Health Services, nor does the mention of trade names, commercial practices, or organizations imply endorsement by the U. S. Government.




Making it Work
Creating a Breastfeeding Friendly Worksite

**PLEASE
KNOCK**



**Mother
at work**



<http://makingitworkarizona.org>

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Lactation Counseling Help

- For businesses, health departments, government agencies, or companies wanting to implement lactation accommodation within the workplace; my role is to help provide technical assistance in accomplishing their goals.



How to order a toolkit?

Home Screen

Breastfeeding Program

ADHS Home / Public Health Services / Public Health Prevention / Nutrition & Physical Activity / Breastfeeding - Home

- Home
- Mom & Baby
- WIC Staff
- Hospitals
- Healthcare Providers
- Community Partners
- Workplace
- Child Care
- Insurance (Affordable Care Act)
- Breastfeeding & Baby Behaviors Resources and Materials
- Contact Us

Home



Mom & Baby

Learn about the benefits of breastfeeding and resources available.



WIC Staff

Employees are partners who provide support to moms as they navigate breastfeeding.



Hospitals

Hospitals serve an important role in setting the stage for moms to breastfeed exclusively.



Healthcare Providers

Info for health care providers to help provide breastfeeding support for new moms.



Community Partners

Evidence-based information and practices that can help to support clients' breastfeeding goals.



Workplace

Resources for employers to help women succeed as they return to work after delivery.



Child Care

Creating a welcoming environment to help moms reach their breastfeeding goals.



Insurance

Breastfeeding support, supplies and counseling info as mandated by the ACA.

The Arizona Department of Health Services (ADHS) is here to support you on your breastfeeding journey. The American Academy of Pediatrics recommends exclusive breastfeeding for about six months, followed by continued breastfeeding as complementary foods are introduced, with continuation of breastfeeding for one year or longer as mutually desired by mother and infant.

Makingitworkarizona.org



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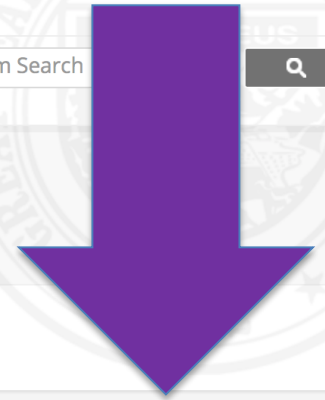
Workplace - Home

The Arizona Department of Health Services (ADHS) is here to partner with employers to support your breastfeeding employees. The American Academy of Pediatrics recommends exclusive breastfeeding for about 6 months, followed by continued breastfeeding as complementary foods are introduced, with continuation of breastfeeding for 1 year or longer as mutually desired by mother and infant.

The Patient Protection and Affordable Care Act directs employers to provide breastfeeding employees with reasonable break time and a private place, which cannot be a bathroom, to express breastmilk during the work day, up until the child's first birthday. For more information, see section 7 of the Fair Labor Standards Act which includes the changes specified in the Patient Protection Affordable Care Act.

With the inclusion of this provision in Health Care Reform legislation, the U.S. joins the rest of the industrialized world in recognizing breastfeeding as the natural outcome of pregnancy, and workplace lactation programs as the natural outcome of a society where the majority of mothers and infants are separated due to work.

The Women's Preventive Services Guidelines under the Affordable Care Act related to breastfeeding include:



Making it Work

Creating a Breastfeeding-Friendly Worksite

Employees' Guide to Breastfeeding and Working



BOTTOM LINE BENEFITS

Order a free Breastfeeding Accommodation Toolkit

Feedback & Support



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Please fill out the following contact information:

Name	<input type="text"/>
Company/Organization	<input type="text"/>
County	<input type="text"/>
Email Address	<input type="text"/>
Phone Number	<input type="text"/>

Organization Industry Type:

Any other services your company/organization provides:



Workplace Tips for BF accommodation

- Get creative and look around at what “space” you already have
- Speak with pregnant employees early
 - Discuss expectations (for example with pumping: employee will pump on her breaks and lunches, employee will “make up” time for needed pumping breaks, or employee can pump at her desk and continue to work)



Last Tip

- Start small...don't eat the whole watermelon in one sitting, just take it piece by piece.
 - Start a pilot program with one mom
 - Set-up a task force group to discuss needs/wants (one manager, one mom who already pumped at work, HR representative)



Contact Info

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QUESTIONS?



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THANK YOU

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