



# Success Stories: Lactation in the Workplace

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Contractor



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# 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 almost 3 year old little girl and a happy 5 month old little girl. 😊
- I enjoy helping improve breastfeeding-friendly environments in Arizona.



# Today's Topics

- Compliance/ACA
- Success stories in Arizona Businesses
- Pictures of Lactation Rooms



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# 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 1st birthday
3. A private place other than a bathroom



# Arizona Businesses

- NXP Semiconductors



- AHCCCS



- PayPal



- The University of Arizona-Office of Public Health



# Preliminary Questions

- How did your lactation accommodation policies and program start/come about?
- Do you use a committee of some sort to discuss needs of employees like a wellness team?
- What challenges did you face in starting your lactation program? How were you able to overcome these barriers?
- What are some of your success stories?
- What benefits have you seen from the program?
- What learning lessons do you have to offer others in wanting to get started with a lactation program?





# How did your lactation accommodation policies and program start/come about?




- **NXP:** The company was merging buildings and space became an issue; however, NXP wellness was able to leverage the DOL law to ensure space for their employees. NXP also recognized that instituting this lactation measure for their employees would keep them a competitive company for recruiting female engineers.
  - Dept of Labor: Fair Labor Standards Act-Break time for Nursing Mothers Provision



# Cont. Starting a program



- AHCCCS: Started their Infant at Work pilot program August 2015 with the Dept of Behavioral Health Merger with AHCCCS
- PayPal: Has always had lactation rooms. In 2018, they have decided to update 5 rooms with hospital grade pumps, nursing supplies, and oil diffusers. 
- At the U of A, there was discussion of needing a dedicated space for a room. Changes occurred with construction, so a newly formed Physical Space committee decided to tackle the issue.






# Do you use a committee of some sort to discuss needs of employees like a wellness team?



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At the U of A, there is a College Environment Committee (CEC), which oversees 4 subcommittees, including the physical space committee.





- Paypal, There is an employee engagement survey to determine benefits program objectives. 
- AHCCCS, does not have a wellness team; however, they had champions from their top directors. 
- NXP, Support was from NXP's internal occupational health nurses in AZ and Austin, TX and benefits team. 



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# What challenges did you face in starting your lactation program? How were you able to overcome these barriers?

-  Space and using shared rooms
-  AHCCCS adopted the program from DHS , so it took a little bit to develop it
-  The U of A had a problem with funding and space
-  Initial challenges were cost and space. Now, the challenges are keeping rooms available along with necessary accessories







# What are some of your success stories?





-  **AHCCCS** Arizona Health Care Cost Containment System Parents are thankful to spend the 1st 6 months with their baby and mothers report an increase in breastfeeding duration.
-  **NXP** After reworking space, NXP has 1 room that will now allow 2 moms to breastfeed at one end of the campus that was remodeled. The opposite end of campus gained a new room to allow for one mom.
-  **THE UNIVERSITY OF ARIZONA** The lactation room has only been open a month but has already been utilized by two mothers.
-  **PayPal** adds almost two babies a day to their benefits (!) and they are proud to offer resources and support to help those parents transition back to work.



# What benefits have you seen from the program?

-  Moms that can pump well up until 1 year after giving birth
-  Implemented a program called Milk Stork and mothers have reported gratitude for the program
-  Having a lactation room has increased the likelihood that moms will breastfeed for a longer period of time
-  Babies bring the best out in people and brighten everyone's mood. AHCCCS has never received one complaint about having babies at work – they make the office a happier workplace.

# What learning lessons do you have to offer others in wanting to get started with a lactation program?

-  administered a survey and identified the need. Then the U of A needed buy in from key stake holders. And a lot of patience.
-  Recommended a badge holder to get in the room along with signage for the room.
-  Work closely with the your mother employees and with the facilities team.
-  Know the DOL laws that you can get support from.











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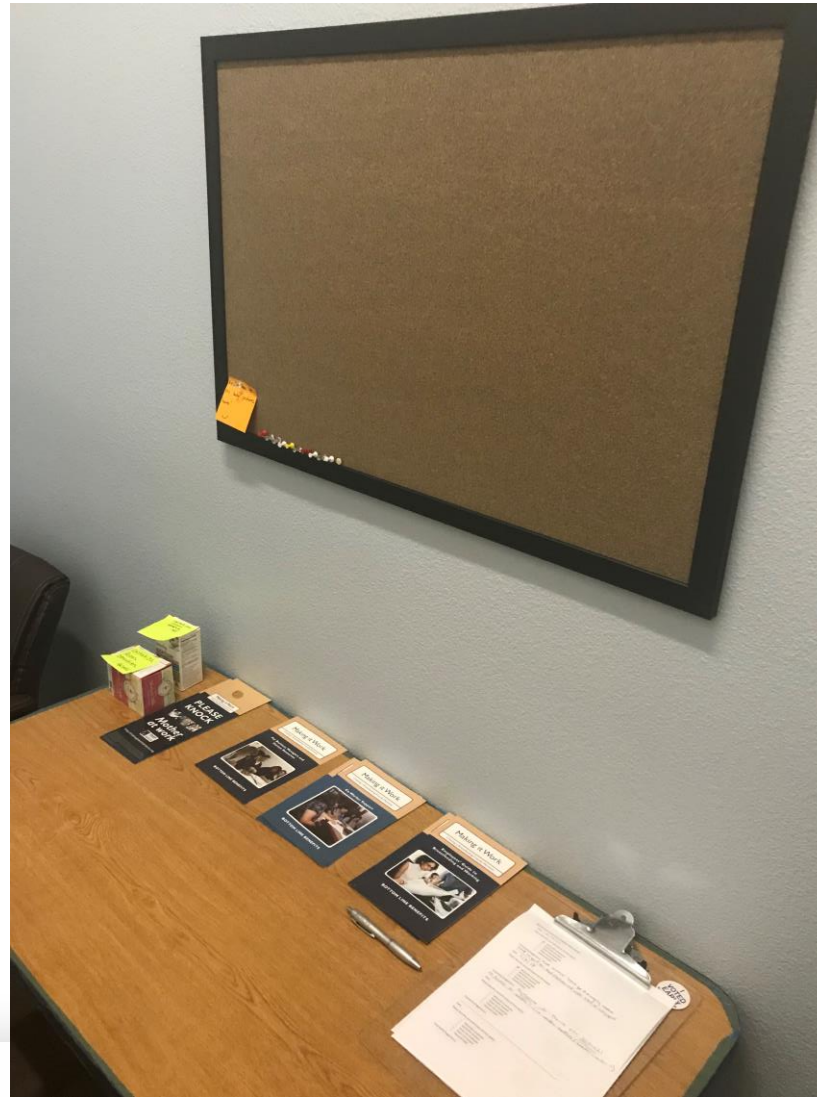
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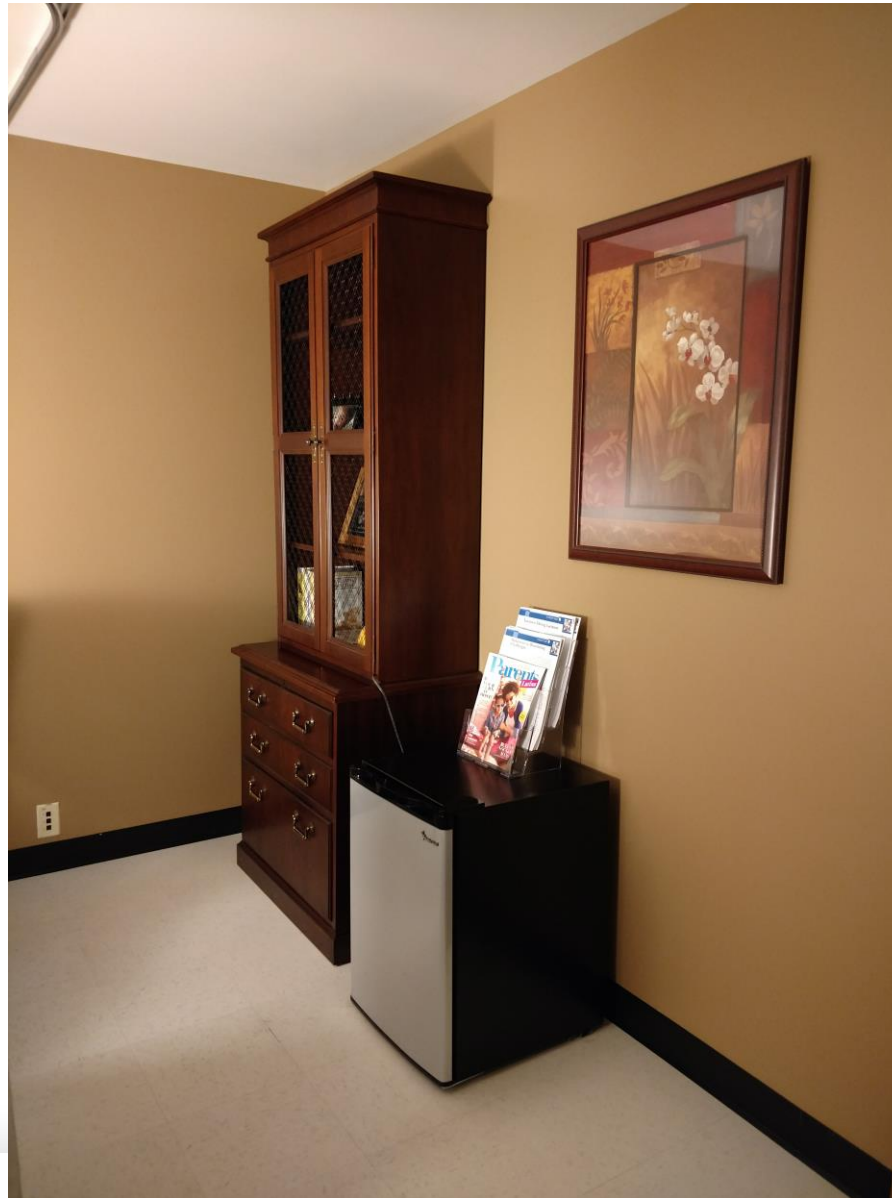
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# NXP Policy

- **MOTHERS' ROOM AND BREAST PUMP INFORMATION**
  - NXP provides mothers' rooms or other private and secure spaces to express milk at NXP U.S. sites if you choose to continue breastfeeding after returning to work.



# Questions ?

- Representative from the businesses are in attendance



# THANK YOU

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