BUSINESS BACKS BREASTFEEDING™
A Flexible Workplace Program for Breastfeeding Mothers
With U.S. breastfeeding rates at recorded highs and over 50 percent of mothers with children less than 1 year of age in the labor force today, there is a strong need for workplace programs to support breastfeeding employees. Such programs also benefit employers in a number of ways, including improving productivity, loyalty, employee satisfaction and morale. In addition, these programs can be an important recruitment tool for women who plan to have children.

Although breastfeeding rates today are the highest ever recorded, more can be done to encourage breastfeeding. In 2002, 70.1 percent of mothers initiated breastfeeding in the hospital, while 33.2 percent continued for six months.¹

Many states have enacted laws not only mandating a woman’s right to breastfeed, but also encouraging employers to support breastfeeding women by accommodating them after they return to work. Some states have even mandated that businesses provide mothers with a place and adequate time to breastfeed or express milk.

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**BUSINESS BACKS BREASTFEEDING™** is designed to help employers facilitate a workplace lactation program that fits their company’s needs. The kit is laid out in three sections:

**BENEFITS**
- The benefits of supporting breastfeeding to businesses, babies and mothers

**PROGRAM**
- Details on how to implement a cost-effective workplace lactation program tailored for individual businesses

**MATERIALS**
- Turnkey, customizable materials (on disk) that help employers develop and implement a workplace lactation program to fit employee needs
Employers today face many challenges in creating and maintaining a work environment that balances the need for efficiency and effectiveness on the job while supporting working families. A family-friendly workplace is important; research shows that workers are more productive in workplaces where they feel supported by their employer.²

One of the fastest growing segments in the U.S. workforce today is women with infants and children.³ One-third of mothers return to work within three months of giving birth, and two-thirds return within six months.⁴ The American Academy of Pediatrics and others recommend breastfeeding for at least 12 months, and thereafter for as long as mutually desired.⁵ More than 80 percent of mothers understand breastfeeding is best for their babies and themselves.⁶ Breastfeeding rates are at recorded highs; with 70.1 percent of U.S. mothers initiating breastfeeding after the birth of their child.¹ But returning to work can be a significant challenge to continued successful breastfeeding. A new mother can leave her baby in the care of someone else when she returns to work; but if she chooses to continue to feed her infant only breast milk, she must pump and store her breast milk while at work.

This is where employers can help and benefit. The enclosed kit, BUSINESS BACKS BREASTFEEDING™, is designed to help you implement a breastfeeding support program in your workplace. It contains everything you need to create a successful program, including sample materials and resources.

Everyone wins when working mothers who choose to breastfeed are given the support they need to continue after they return to work. Babies and mothers can be healthier; less work time may be lost to children’s illness; insurance rates may be held down; and worker satisfaction and productivity may increase.²⁷⁸

Ross Products Division of Abbott Laboratories is partnering with Working Mother Media to promote BUSINESS BACKS BREASTFEEDING™ to employers across the country to help them support breastfeeding mothers upon their return to work. As an infant nutrition company, Ross Products has a long history of providing breastfeeding education materials to mothers and health care professionals. Today, we see an even greater need for workplace programs, and through this partnership, we are committed to helping businesses support breastfeeding mothers at work.

Supporting breastfeeding is a shared responsibility, with both the private and public sectors having a role. We hope you will use the materials in this kit to support the women in your workplace who are breastfeeding or intend to breastfeed. In so doing, you can continue to build your reputation as a company concerned about the health and welfare of its employees and their families.
WORKPLACE LACTATION PROGRAMS HELP MEET EMPLOYER, EMPLOYEE AND NATIONAL GOALS. Women with infants and children are the fastest growing segment of the U.S. labor force. Whether by choice or necessity, 70 percent of women with children under the age of 3 work full time.³ One-third of mothers return to work within three months after giving birth. Many new mothers who return to work after maternity leave intend to continue breastfeeding their infants. A large number give up within three months.⁴
Breastfeeding initiation rates among full-time working mothers are similar to those for mothers who are employed part time or not employed outside the home. Breastfeeding duration rates for mothers who work full time are much lower, however. A study found that working outside the home decreased the duration of breastfeeding unless the mother had “developed a strategy to balance breastfeeding and work.”

Despite the challenges of continuing to breastfeed after returning to work, an increasing number of new mothers are voicing a desire to do so. In their endorsement of breastfeeding for at least the first 12 months of a child’s life, the American Academy of Pediatrics (AAP) and Healthy People 2010 urge all Americans to support breastfeeding mothers who return to work.

Lower breastfeeding duration rates among working mothers could be attributed to workplace challenges, such as lack of break time or inadequate facilities for

**Research Shows That Going Back to Work Is One of the Biggest Barriers to Continuing to Breastfeed.**

**Breastfeeding Duration Rates Are Lower Among Full-Time Working Mothers**

Mothers Survey, Ross Products Division, Abbott Laboratories, Columbus, OH. 2002.
pumping and storing human milk. Many of these challenges can be overcome with a small investment of time, money and flexibility from businesses. With less than 20 percent of companies currently offering employee lactation programs, there is a unique opportunity for employers to differentiate themselves as being concerned about the health and welfare of their employees and their families.

"Implementing a workplace lactation program was an easy, cost-effective way for Universal to support families and help make the new mother’s transition back to work as smooth as possible."

Miriam MacLeod – Director, Corporate Work/Life Initiatives, Universal Studios
Cost savings can be achieved through decreased frequency of physician office visits and hospitalizations of breastfed infants. Babies who are breastfed tend to be healthier. This can translate into fewer insurance claims and lower health care costs. One study measured cost savings of up to $400 per breastfed baby over the first year. And because breastfed babies may have fewer illnesses, parents may take fewer sick days to care for their children.8

The 1997 National Study of the Changing Workforce concluded that the quality of workers’ jobs and the level of support they receive at their workplaces are the most powerful predictors of productivity, job satisfaction, commitment to employers and retention. A supportive work environment can be even more important than pay and benefits.7 Therefore, businesses that invest in their employees can gain a clear competitive edge.
Employee retention is generally considered less expensive and more productive than hiring and training new employees. In a study conducted by Limerick, Inc., a provider of a workplace lactation program, 94 percent of women participating in this program returned to work at the same company after the birth of their baby. Similarly, mothers participating in workplace lactation programs may be more likely to remain with the company, even through two or more births.10

Companies that adopt breastfeeding support programs note:

- Cost savings of up to $3 for every $1 invested in breastfeeding support
- Less illness among breastfed children of employees
- Reduced absenteeism to care for ill children
- Lower health care costs—an average of $400 per baby over the first year
- Improved employee productivity
- Employee retention through multiple pregnancies
- Higher morale and greater company loyalty
- Improved ability to attract and retain valuable employees
- Family-friendly image in community


Because of Ernst & Young’s flexible and inclusive culture, we are committed to providing our women with the tools and resources they need to be highly effective in their careers, while at the same time helping them meet their personal goals.

Women who continue to nurse after returning to work are faced with their share of challenges.

We are pleased to offer them a workplace lactation program that can alleviate some of the stresses of returning to their careers after childbirth.

Kevin Kelly — Americas Director, Ernst & Young

Ernst & Young is a global leader of professional services.
Leading medical and health organizations report that breastfeeding is the best form of infant nutrition. The Department of Health and Human Services Healthy People 2010 encourages individuals, communities and professionals to take specific steps to promote and support breastfeeding. Healthy People 2010 goals are: 75 percent breastfeeding initiation; 50 percent at six months; and 25 percent at one year.

The AAP recommends that women begin breastfeeding within an hour of birth and encourages mothers to breastfeed until the baby is at least 12 months old. The AAP notes that human milk is uniquely superior for infant feeding, “Breastfeeding is the model against which all alternative-feeding methods are measured with regard to growth, health, development and other short- and long-term outcomes.” Extensive research on the composition of human milk and the health benefits of breastfeeding has clearly established breastfeeding as the best form of infant nutrition.

Although breastfeeding rates are the highest ever recorded, more can be done to encourage breastfeeding. In 2002, 70.1 percent of mothers initiated breastfeeding in the hospital, while 33.2 percent continued for six months.

### BENEFITS TO BABIES & MOTHERS

**BENEFIT to BABIES**
- ENHANCED IMMUNE SYSTEM
- RESISTANCE TO INFECTION
- NUTRITIONAL & GROWTH BENEFITS
- DEVELOPMENTAL BENEFITS

**BREASTFEEDING BENEFITS BABIES**

**BREASTFEEDING BENEFITS MOTHERS**

- QUICKER RECOVERY TO PRE-PREGNANCY STATE
- REDUCED RISK OF OSTEOPOROSIS
- REDUCED RISK OF REPRODUCTIVE CANCERS
- COST SAVINGS FOR FAMILY

### Breast Milk Facts

- Contains an ideal balance of nutrients that the infant can easily digest
- Changes over time, and even over the course of a day, to meet the changing needs of the growing child
- Contains substances essential for optimal development of the infant’s brain, with effects on both cognitive and visual function
- Provides the infant with immune factors that help to fight allergens and illnesses specific to the mother’s and infant’s environment


### Current Breastfeeding Trends vs. Healthy People 2010 Breastfeeding Goals

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WORKPLACE LACTATION PROGRAM
A comprehensive workplace lactation program can increase breastfeeding initiation and duration rates by 30 percentage points. While there are several components to an integrated program, BUSINESS BACKS BREASTFEEDING™ is designed to enable employers to tailor a workplace lactation program to fit the varying needs of their business and employees.
There are three essential elements to a successful workplace lactation program:

1: SUPPORT Develop and implement “mother-friendly” workplace policies or enlist the help of a professional to help create policies.

2: SPACE Ensure a secure, comfortable, clean and private space is available to pump breast milk.

3: TIME Allow employees to use their two 15-minute breaks and their 30-minute lunch break to express milk, or encourage women to integrate pumping into their daily schedules (Note: The number of times a mother needs to pump will vary depending on her baby’s age and nutritional needs.)

This program is designed to address each workplace lactation program element: support, space and time. Each section provides employers with easy-to-follow steps to implement a successful workplace lactation program. Template materials, fact sheets and a list of resources are available in the Materials section and on the enclosed disk.

While companies may choose to develop and implement their own workplace lactation program using the information provided in this kit, some might also choose to enlist professional counsel. For those employers that wish to provide families with increased support, the Additional Support section outlines activities that can be implemented with the help of a certified lactation consultant.

Breastfeeding Supplies

Special breastfeeding supplies are now available from Ross Products Division, Abbott Laboratories. Additional information about supplies is included in the Materials section.

SIMILAC® WELCOME ADDITIONPACT™ INSULATED COOLER INSERT

This insulated cooler insert is designed to hold three 4-fluid ounce plastic bottles of expressed breast milk.

BREAST MILK STORAGE BOTTLES

These 2- and 4-fluid ounce breast milk storage bottles are a convenient size for refrigerator and/or freezer storage.

NIPPLES

These disposable nipple and ring sets are individually prepackaged and ready for use. Several nipple types are available to match the individual infant’s sucking strength or need.

To order supplies, please call 1-800-258-7677 or visit the infant and toddler nutrition, specialty products section of the Ross online store at www.rossstore.com/pediatric.cfm.
A woman's ability to breastfeed her infant depends on the support she receives from those around her. Women should consult their health care provider for specific information on prenatal breastfeeding outreach and education; certified lactation consultants may be available as part of their company's health plan.

The first step to providing families with support is to develop and implement a “mother-friendly” workplace policy. Many states, as well as businesses, have enacted workplace lactation accommodation policies. It is important that all employees receive information about these breastfeeding policies. One way to do this is by including the policies as part of the company policy and benefits packet. A sample policy statement is included in the Materials section.

Providing various breastfeeding resources is another easy way to make the breastfeeding experience at work more relaxed. Information may include listings of childcare facilities and resources for obtaining breast pumps. A listing of breastfeeding resources is included in the Materials section.

**ADDITIONAL SUPPORT ACTIVITIES**

**PRENATAL BREASTFEEDING OUTREACH AND EDUCATION**
**MATERNITY LEAVE OUTREACH**
**RETURN-TO-WORK CONSULTATION AT WORK SUPPORT**
If a woman chooses to continue to breastfeed her baby after she returns to work, she will need to express breast milk while at work. Using a breast pump is the best way to do this.

For many members of the workforce, a private office is not available. Breastfeeding mothers have had to pump in restroom stalls or in parked cars, which is uncomfortable and unsanitary. Providing a private, secure room or office is perhaps the most important component in helping mothers maintain their breast milk supply throughout the first year or longer.

When planning an adequate facility, first consider the number of women likely to use the workplace lactation room and plan the size of the room accordingly. The lactation room should be clean, private and comfortable, and should be in close proximity to the workspace. The room should have the following features:

**Privacy and a door lock:** In order to relax, women will need to feel safe and undisturbed. Blinds or curtains on windows are a must. A lock, which operates from the inside, is a huge plus in establishing a secure environment.

**Table and comfortable chairs:** The lactation room should contain a table to set pumps on while they are in use, and comfortable straight-back chairs for women to use while pumping. When deciding on the table size and the number of chairs, consider the number of women who will be using the area at one time, and keep in mind that a certain amount of privacy within the room is also important.

**Electrical outlets:** It is important that there be an adequate number of electrical outlets and power supply in the lactation room for the number of women using electric pumps. These outlets should be in close proximity to the table and chairs. If not, heavy-duty extension cords should be provided.

**Clock:** It is helpful to have a clock to help determine time spent pumping.
**OPTIONAL:**

**Breast pumps:** Hospital-grade pumps with multiple vacuums and auto-cycling selections are recommended. Companies can rent or purchase pumps according to the duration of feeding, and provide them in employee lactation rooms. There are several types of breast pumps currently on the market. A list of available breast pumps is included in the Materials section.

**Mirror:** Using a breast pump requires mothers to partially undress. Providing women with a mirror in lactation rooms can help mothers look presentable before returning to work.

**Schedule:** The room’s size or number of electrical outlets may only allow for one user at a time. If that’s the case, develop a plan and policies on how to schedule the room’s use. A sample schedule is included in the Materials section.

**Sink, soap, anti-bacterial gel, water/wet napkins, and paper towels:** To keep breast milk free from contamination, cleanliness is of the utmost importance while pumping and storing. If possible, the lactation room should contain all the supplies needed for mothers to wash and dry their hands and pumping equipment, so they do not have to use the restroom.

**Wastebasket:** Mothers will need to dispose of cleaning items before leaving the lactation room.

**Working space and supplies:** Some women are “multi-taskers.” Although women are encouraged to relax when using a breast pump, some women will want to make the most of every minute. Providing computers, phones or other office tools may help facilitate multi-tasking.

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**SECURE COLD STORAGE CAPABILITY**

*Mothers will need to store expressed milk immediately in coolers with cold packs. Providing a refrigerator is not recommended because it may be difficult to keep safe and secure.*

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“Edison International has been a long-time supporter of work-life programs that support our employees in their desire to successfully blend their working and family lives. We have offered a lactation program since 1993, based on our belief that breastfeeding leads to happier and healthier moms and babies. Our lactation program is one of our most highly rated benefits, and we believe that by offering the program, we have helped moms successfully transition back to work after giving birth.”

*Susan M. Heller, M.D. — Chief Medical Officer, Edison International*

Edison International is a leader in reliable and efficient electric power systems around the world.
STEP 3: TIME

Once a mother returns to work, it is essential that she be given support to continue breastfeeding. Flexible work arrangements can ease new mothers’ return to work following childbirth. As in many aspects of welcoming a new parent back to work, there will be a short period of adjustment.

Employers should work with human resource managers to balance the needs of the company and employee. There are many workplace lactation programs that can make this transition as smooth as possible.

A typical schedule in an office setting could be:

10:00 – 10:20 a.m. 15-minute pumping session plus a few minutes to prep and clean up

1:00 – 1:20 p.m. Incorporate pumping into lunch break

4:00 – 4:20 p.m. 15-minute pumping session plus a few minutes to prep and clean up

While keeping a consistent schedule is good, there is room for flexibility. Most women can adjust pumping times by up to about 30 minutes, if needed.
In addition to helping set up and monitor lactation rooms, certified lactation consultants can provide employers with a menu of support activities to enhance workplace lactation programs.

Prenatal/breastfeeding education classes, tailored for working women, help answer specific questions regarding the balance between work and home.

Certified lactation consultants conduct breastfeeding classes to ensure that the varying needs of employers and mothers are being met.

Maternity leave outreach

Federal law makes working parents eligible for up to 12 weeks of unpaid leave after the birth of a child. In some states and jurisdictions, parents are eligible for even more time off. The support a mother receives while at home with an infant can be an
important factor in maintaining breastfeeding. Certified lactation consultants offer a variety of services once parents return home from the hospital, including:

- Phone counseling for routine issues
- Proper referrals to health care system
- Instruction and necessary accessories for breast pumps
- Regularly scheduled phone calls to mothers for the first postnatal month and monthly thereafter
- Phone coverage 24 hours a day, seven days a week
- Documentation of counseling sessions
- Management of program by a health care professional or certified lactation consultant

RETURN-TO-WORK CONSULTATION
Certified lactation consultants can work with companies to ensure both the needs of the employer and employees are being met. Each mother should receive an individual consultation to address her unique situation.

In addition, certified lactation consultants can provide:

- Counseling on pump schedules, and the collection and storage of milk
- Advice on pumping while traveling
- On-call phone assistance 24 hours a day, seven days a week
- Management of program by a health care professional or certified lactation consultant
- On-site or near-site childcare

AT-WORK SUPPORT
As time goes on, mothers will become more comfortable balancing both work and breastfeeding. A mother’s needs and goals will vary with time. Certified lactation consultants can provide at-work support as a continuation of the maternity leave outreach and return-to-work consultation in the following ways:

- Counseling in a variety of areas including, but not limited to, stress, maintaining milk supply, nutrition, weaning and traveling
- Regularly scheduled phone calls to mothers for the first month at work and monthly thereafter
- On-call phone assistance 24 hours a day, seven days a week
- Management of program by a health care professional or certified lactation consultant
- Preparing monthly company reports on the utilization of the workplace lactation program
- Collecting statistics for cost analysis and effectiveness
MATERIALS IN THIS SECTION WERE DESIGNED FOR GREATEST UTILITY FOR A WIDE RANGE OF BUSINESSES. Samples and templates of each are provided in this section and on disk. Employers can easily tailor materials to fit their own workplace lactation program.
RESOURCES FOR BREASTFEEDING MOTHERS

TO LOCATE CERTIFIED LACTATION CONSULTANTS IN YOUR AREA

- International Lactation Consultant Association
  www.ilca.org/find/index.php
- International Board of Lactation Consultant Examiners
  www.iblce.org/us_regional_registry.htm

BREASTFEEDING SUPPORT PROGRAMS FOR THE WORKPLACE

- LifeCare, Inc.
  www.lifecare.com
- Limerick, Inc.
  www.limerickinc.com
- Medela Corporate Lactation Program
  www.medela.com
- National Healthy Mothers, Healthy Babies Coalition
  www.nhmhc.org
- Ross Products Division, Abbott Laboratories
  www.ROSS.com
- Washington Business Group on Health
  www.wbgh.com

LEADING MANUFACTURERS OF BREAST PUMPS AND BREAST PUMP ACCESSORIES

- Ameda – www.amedacom
- Avent – www.aventbaby.com
- Bailey – www.baileymed.com
- Limerick, Inc. – www.limerickinc.com
- Medela – www.medela.com
- Whisper Wear – www.whisperwear.com
- Whittlestone – www.whittlestone.com

BREASTFEEDING RESOURCES
A listing of helpful Web sites and pump manufacturers.
Congratulations!

[Company] would like to congratulate you on the new arrival in your family. This is an exciting time and [Company] looks forward to providing you with the information and support needed to help prepare you for the days ahead.

Employees and their families play an important role in [Company’s] culture and success. [Company] is dedicated to fostering healthy babies and families, and is proud to offer parents additional support through our Workplace Lactation Program.

Should you choose to breastfeed, [Company] will support you and your baby by:

- Program Component
- Program Component
- Program Component

[Company] is excited about providing you with a program that will help make the transition back to work as smooth as possible. If you have any questions, please call [Company Administrator] at (XXX) XXX-XXXX.

Sincerely,

[Name]
BREASTFEEDING POLICY STATEMENT

[Company name] is committed to providing a work environment in which all individuals are treated with respect and dignity. We acknowledge the challenges of balancing work and family, and recognize that job quality and support are powerful predictors of success.

[Company name] is committed to supporting its employees who choose to breastfeed. To assist employees with balancing work and family, we have implemented a workplace lactation program. Components of the program include:

- [Businesses can add details]
- [Businesses can add details]
- [Businesses can add details]

For more information, please contact [contact name].
1. Wash hands thoroughly with soap and water before pumping.
2. Pump milk into clean glass, or hard plastic bottles (food grade), or durable plastic milk bags designed specially for breast milk storage. Avoid touching the inside of the storage container.
3. Pump each breast or both together for at least 10 minutes or until milk flow has slowed down.
4. Immediately after pumping, tightly seal the bottle or bag.
5. Store milk in a hard plastic bottle with a securely sealing cap or in a breast milk storage bag.
6. Store breast milk in amounts your baby is likely to take in a single feeding (two to four ounces) to avoid waste. If freezing milk, do not fill container to the top; leave one inch of space in the container for milk expansion.
7. Label container with baby’s name, date and time of pumping. Always use oldest milk first.
8. Store with ice packs in a cooler bag until milk can be refrigerated or frozen.
9. Place a clean paper towel on counter where cleaning of equipment will take place.
10. Clean soft cups, bottle caps and gaskets with hot soapy water and rinse with hot water. Towel dry.
11. Place supplies in pocket of tote bag. Avoid putting in sealed plastic bag as this promotes growth of germs.
12. Sanitize equipment each night by boiling or washing in dishwasher.
13. Remember to pack tote bag for the next day.
14. If possible, use refrigerated expressed breast milk within 24 hours. Discard after 72 hours.
15. Freeze milk if not planning to use within 24 hours.
16. Store in freezer compartment of refrigerator for up to one month. Do not store in door of freezer.
17. Store in deep freezer (0º Fahrenheit or less) for three to six months or in the back of the freezer, where it is coldest.
REFERENCES

1 Mothers Survey, Ross Products Division, Abbott Laboratories, Columbus, OH. 2002.


BUSINESS BACKS BREASTFEEDING™ was written with the help and guidance of a number of people, including Patricia A. Kelly, R.D., CLC and Joan P. Ortiz, R.N., BSN, CLC of Limerick, Inc. Limerick, founded by licensed health care professionals with credentials in pediatric nursing, nutrition and lactation, provides large companies and small businesses with workplace lactation programs to ease the transition into parenthood and promote maternal and child health. Limerick’s workplace lactation program is well recognized by leading experts in the field, and has a proven record of efficacy.

A special thank you is extended to the following members of the Breastfeeding Advisory Board of Ross Products Division of Abbott Laboratories for sharing their expertise and experience.

Carol Ann Friedman, R.N., IBCLC
Marilyn Hughes Gaston, M.D.
David K. Stevenson, M.D.
Bridget Swinney, M.S., R.D.

A special acknowledgement to our partner, Working Mother Media, for promoting BUSINESS BACKS BREASTFEEDING™ to employers across the country. Working Mother Media is a provider of information and emerging trends about work/life issues to working mothers, business owners, executive decision makers, and human resources professionals. Working Mother magazine’s 18-year signature initiative, 100 Best Companies for Working Mothers, is a benchmark for work/life practices in corporate America. Over 90 percent of employers who have earned a spot on the 100 Best Companies for Working Mothers list offer workplace lactation programs.
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• Bailey – www.baileymed.com
• Limerick, Inc. – www.limerickinc.com
• Medela – www.medela.com
• Whisper Wear – www.whisperwear.com
• Whittlestone – www.whittlestone.com
OTHER USEFUL WEBSITES

- La Leche League International
  www.lalecheleague.org
- The Academy of Breastfeeding Medicine
  www.bfmed.org
- The American Academy of Pediatrics
  www.aap.org
- The American College of Nurse-Midwives
  www.gotmom.org
- The Centers for Disease Control and Prevention
  www.cdc.gov
- The Office of Women’s Health
  www.fda.gov/womens/default.htm
- The Supplemental Food Program for Women, Infants and Children (WIC)
  www.fns.usda.gov/wic
- The United States Breastfeeding Committee (USBC)
  www.usbreastfeeding.org
- The United States Department of Health and Human Services
  www.4women.org/breastfeeding
- Wellstart International
  www.wellstart.org
Workplace Support for Breastfeeding Employees

- How will breastfeeding support benefit business?
- Why is breastfeeding support in the workplace important?
- Why is implementing a workplace lactation program important for [Company]?

How Breastfeeding Support May Benefit Business

- Lower health care costs, saving an average of $400/baby over the first year
- Lower incidence of ill children which may result in reduced absenteeism
- Improved employee productivity
- Higher morale and greater company loyalty
- Employee retention through subsequent births

Why Breastfeeding Support in the Workplace Is Important

- 70% of women with children under the age of 3 work full-time
- One-third of mothers return to work within three months of giving birth
- Returning to work is one of the biggest barriers to continued breastfeeding
- An increasing number of women want to continue breastfeeding after returning to work, but don't have the support to do so


Women Who Participate in a Corporate Lactation Program Breastfeed for a Longer Duration

Elements of a Successful Lactation Program

Support
- Develop and distribute a “family-friendly” workplace policy
- Provide various breastfeeding resources
- Enlist the help of a certified lactation consultant
Elements of a Successful Lactation Program

**Space**
- Provide breastfeeding mothers with a private and secure lactation room that includes:
  - Locked door
  - Blinds or curtains for a window
  - Table and comfortable chairs
  - Electrical outlets
  - Clock
  - Sink (preferable) or hand sanitizer and trash receptacle

Elements of a Successful Lactation Program

**Time**
- Flexible work arrangements ease a mother’s return to work
- On average, three 20-minute breaks will be required during an 8-hour work period

Certified Lactation Consultant

- Licensed health care professional
- Helps mothers establish proper nursing patterns
- Provides mothers with a variety of services, including:
  - Successful parenting strategies
  - On-call services to new and expectant mothers 24 hours a day, seven days a week
  - Maternity leave outreach
  - Return-to-work consultation as well as at-work support for new families
  - Arranging for electric breast pumps for new mothers
Congratulations!

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Employees and their families play an important role in [Company’s] culture and success. [Company] is dedicated to fostering healthy babies and families, and is proud to offer parents additional support through our Workplace Lactation Program.

Should you chose to breastfeed, [Company] will support you and your baby by:

- Program Component
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[Company] is excited about providing you with a program that will help make the transition back to work as smooth as possible. If you have any questions, please call [Company Administrator] at (XXX) XXX-XXXX.

Sincerely,

[Name]
## PUMP SCHEDULE

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**NOTE:** If you are unable to keep your reserved time, and wish to schedule a new time, please call the person scheduled and inquire if she is willing to switch times with you.
[Company name] is committed to providing a work environment in which all individuals are treated with respect and dignity. We acknowledge the challenges of balancing work and family, and recognize that job quality and support are powerful predictors of success.

[Company name] is committed to supporting its employees who choose to breastfeed. To assist employees with balancing work and family, we have implemented a workplace lactation program. Components of the program include:

• [Businesses can add details]
• [Businesses can add details]
• [Businesses can add details]

For more information, please contact [contact name].
SIMILAC® WELCOME ADDITIONPAC™ INSULATED COOLER INSERT
This insulated cooler insert is designed to hold up to four 4-fluid ounce or two 8-fluid ounce plastic bottles of expressed breast milk. The insulated cooler insert comes complete with two 8-ounce freezer-ready ice packs.

BREAST MILK STORAGE BOTTLES
These 2- or 4-fluid ounce breast milk storage bottles are a convenient size for refrigerator and/or freezer storage. The storage bottles are specially formulated with food-grade plastic material and are reusable, safe and leak-proof. In addition, the storage bottles are ready to use right out of the bag and are compatible with all types of Ross nipples. Cleaning the storage bottles is easy and can even be done in the dishwasher (top shelf ONLY).

NIPPLES
These disposable nipple and ring sets are individually prepackaged and ready for use. Several nipple types are available to match the individual infant’s sucking strength or need.

STANDARD NIPPLES (CASE OF 48) — For infants with developed sucking strength

ORTHODONTIC NIPPLES (CASE OF 48) — For newborn infants, to stimulate oral exercise while feeding

PREMATURE NIPPLES (CASE OF 48) — For preterm infants with less developed sucking strength

Nipples and rings should be used only once and disposed of properly.
1. Wash hands thoroughly with soap and water before pumping.
2. Pump milk into clean glass, or hard plastic bottles (food grade), or durable plastic milk bags designed specially for breast milk storage. Avoid touching the inside of the storage container.
3. Pump each breast or both together for at least 10 minutes or until milk flow has slowed down.
4. Immediately after pumping, tightly seal the bottle or bag.
5. Store milk in a hard plastic bottle with a securely sealing cap or in a breast milk storage bag.
6. Store breast milk in amounts your baby is likely to take in a single feeding (two to four ounces) to avoid waste. If freezing milk, do not fill container to the top; leave one inch of space in the container for milk expansion.
7. Label container with baby’s name, date and time of pumping. Always use oldest milk first.
8. Store with ice packs in a cooler bag until milk can be refrigerated or frozen.
9. Place a clean paper towel on counter where cleaning of equipment will take place.
10. Clean soft cups, bottle caps and gaskets with hot soapy water and rinse with hot water. Towel dry.
11. Place supplies in pocket of tote bag. Avoid putting in sealed plastic bag as this promotes growth of germs.
12. Sanitize equipment each night by boiling or washing in dishwasher.
13. Remember to pack tote bag for the next day.
14. If possible, use refrigerated expressed breast milk within 24 hours. Discard after 72 hours.
15. Freeze milk if not planning to use within 24 hours.
16. Store in freezer compartment of refrigerator for up to one month. Do not store in door of freezer.
17. Store in deep freezer (0°F Fahrenheit or less) for three to six months or in the back of freezer, where coldest.