

WORKPLACE LACTATION PROGRAMS

Good for Working Families. Good for Business.™

Benefits for Working Families



Breastfeeding Is Good for Babies—And You Too!

You can continue to breastfeed, even when you return to work. Ask your supervisor for more information about how you can get support through the *Workplace Lactation Programs* initiative.

Why Breastfeed

More new moms are choosing to breastfeed their babies. In the first 6 months of life, breast milk gives babies the nutrients they need to grow, have a healthy immune system, and reach each milestone of physical, mental, and social development. Breast milk has many advantages for both you and your baby:

- Breast milk is the best food for your baby.
- Breastfeeding can help protect your baby from illnesses, such as ear infections, colic, and diarrheal infections. When illnesses do occur, breastfed babies recover faster and the effects seem milder than for babies who are not fed human milk.
- Breastfeeding promotes weight loss for mom after the baby is born.
- Breastfeeding lowers a woman's risk of breast cancer and other illnesses.

How Breastfeeding Can Save Your Family Money

When moms breastfeed, they can save \$1,000 to \$3,000 per year by:

- Not buying infant formula
- Needing less medical care and fewer prescription medications
- Having fewer unpaid absences from work because of infant illness

How to Keep Breastfeeding When You Return to Work

Returning to work doesn't mean you have to stop breastfeeding. You can continue by pumping your breast milk when you are at work and then providing the pumped breast milk to your baby the next day. Talk with your supervisor about how you can make arrangements in your work schedule to take breaks and pump. The *Workplace Lactation Programs* initiative can help. It offers tips and tools for you and your company to help support your choice to breastfeed.

When you breastfeed your baby, you can take pride in your achievement and in doing the best you can for your baby. You know that even when you are separated during your working hours, breastfeeding helps you to stay close to your baby!

BREASTFEEDING IS GOOD FOR
WORKING FAMILIES

It's a natural choice with
many advantages for both you
and your baby.

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Resources



Help for Breastfeeding Mothers Who Work

Where to find information, advice, and supplies for starting to breastfeed and then continuing to breastfeed your baby after returning to work

HEALTH CARE AND LACTATION PROFESSIONALS

- **Your primary care doctor or pediatrician** is a critical resource for you.
- **International Board Certified Lactation Consultants (IBCLCs)** are professional health workers trained to help new families successfully breastfeed. You can contact IBCLCs through local hospitals, physicians' offices, and the International Lactation Consultant Association at www.ilca.org/falc.html.
- **La Leche League** leaders, accredited by La Leche League International, are volunteers who provide one-on-one help to breastfeeding mothers on the phone or at monthly group meetings. You can find a local La Leche League leader, links to mother-to-mother forums, online help, and more information at www.llli.org/nb.html.

GOVERNMENT SUPPORT

- **MyPyramid** offers nutrition advice to help you and your baby stay healthy when you are breastfeeding. Visit www.mypyramid.gov/mypyramidmoms.
- **National Women's Health Information Center (NWHIC)** offers a breastfeeding help line and Web site. If you have questions or would like more information on breastfeeding, call the NWHIC's Breastfeeding Help Line at 1-800-994-9662; TDD 1-888-220-5446 (9 AM–6 PM, Monday through Friday, EST). If you call when the help line is not staffed, leave a message, and you will receive a call on the next working day. The help line also offers a breastfeeding packet with pamphlets on basic breastfeeding topics, as well as special breastfeeding situations. The Breastfeeding Help Line is a project of the US Dept of Health and Human Services and is staffed with trained breastfeeding information specialists. You also can find more information on the NWHIC Web site, www.womenshealth.gov/breastfeeding.
- Also see the **US Food and Drug Administration's** guide to choosing a breast pump at www.fda.gov/cdrh/breastpumps/choosing.html.

- **WIC** (the federal government's Special Supplemental Nutrition Program for Women, Infants, and Children) helps safeguard the health of low-income women, infants, and children up to age 5 who are at nutrition risk. The WIC program provides nutritious foods, information on healthy eating and breastfeeding, and referrals to health care. In addition:
 - WIC offers breastfeeding counseling, including peer counselors.
 - Breastfeeding mothers can participate in WIC longer than nonbreastfeeding mothers.
 - Mothers who exclusively breastfeed receive an enhanced food package.
 - Breastfeeding mothers can receive breast pumps and other supplies to help start and continue breastfeeding.

To find out if you are eligible for WIC, contact your state or local WIC agency. Contact information is available online at www.fns.usda.gov/wic/howtoapply/default.htm.

BUSINESS AND MANUFACTURER INFORMATION

- **Starting to Breastfeed: Tips for New Moms.** This breastfeeding initiation guide provides information on beginning breastfeeding, including taking care of your breasts, breastfeeding positions, and mom's nutrition. The guide is available for download in English and Spanish at <http://abbottnutrition.com/home/breastfeeding/celebrate.aspx>.
- **Investing in Maternal and Child Health: An Employer's Toolkit.** The National Business Group on Health has produced a set of tools and strategies to improve the health of children, adolescents, and women before, during, and after pregnancy. The toolkit is available at www.businessgrouphealth.org/benefitstoppers/et_maternal.cfm.
- **Go to these manufacturers' Web sites for more information about breast pumps and the supplies you will need when you return to work:**
 - **Ameda:** www.ameda.com
 - **Avent:** www.avent.com
 - **Bailey:** www.baileymed.com
 - **Limerick, Inc.:** www.limerickinc.com
 - **Medela:** www.medela.com
 - **Whittlestone:** www.whittlestone.com

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Returning to Work



Returning to Work After Your Baby Is Born: How to Prepare to Pump and Breastfeed

Before returning to work, talk to your supervisor/manager and your Human Resources representative. Explain what you will need, so you can continue breastfeeding when you return to work. Your most important need is flexibility in your schedule. If you are pumping breast milk, you will need a private place to pump. You may wish to ask your baby's child-care provider to bring the baby to your work, and then find a quiet place to nurse at work. Whatever your needs, make sure to give your manager enough time before you return to work to make the arrangements to meet your needs as a breastfeeding mother.

Here are some other suggestions to help you to continue to breastfeed successfully.

GET USED TO PUMPING AND INTRODUCE YOUR BABY TO A BOTTLE

Start pumping at home 3 to 4 weeks prior to your return. This will not only help familiarize you with pumping, but also it will keep your milk supply up and enable you to store milk for future use. Before returning to work, introduce your baby to a bottle, but wait until he or she is at least 4 weeks old to prevent nipple confusion. Expect some initial resistance; most babies need time to adjust to an artificial nipple. In addition, have another person give your baby a bottle of expressed breast milk at times, so your infant is not totally reliant on you for feedings.

PACK YOUR BAG

Make sure you have everything you will need at work, including

- Pump and pump attachments (if your employer provides a pump, remember to bring your own tubing, flanges, and containers that work for the pump you will use)
- Cleaning supplies, such as brushes, cloths, and soap
- Extra containers
- Masking tape and marker to label milk containers with name, date, and time
- Extra breast pads (may be helpful as your breasts adjust to a new schedule)
- Ice pack and cooler
- Photo of your baby (to help you relax and let down your milk)
- Bottle of water for you to drink while pumping and a small snack
- Something to read while you pump
- Soothing music to listen to while you pump
- Watch or small clock to stick to your scheduled pumping time

RETURN TO WORK AT THE END OF YOUR WORKWEEK

Starting work on a Thursday or Friday (if you normally work Monday through Friday) can make your return less stressful, as you will work fewer days before getting a rest. As your milk supply adjusts to your new schedule, you may find that pumping sessions don't produce much milk at first. Stick with the schedule, and let your body adjust over time to the new routine. Feel proud of yourself for what you are doing, and remember that right now you're doing the best you can for your baby.

TROUBLESHOOTING FOR WORKING MOTHERS

The following questions and answers may help you understand common issues facing working mothers today.

My milk supply has decreased since returning to work. What can I do?

CAUSES

A decrease in your milk supply usually is attributed to fatigue, stress, skipping pumping times, poor diet, dehydration, and/or not breastfeeding before or after work.

SOLUTIONS

- Rearrange your schedule to get more rest.
- Identify your source of stress and seek help.
- Breastfeed your baby and get as much rest as possible on weekends to build up your milk supply.
- Breastfeed before going to work and immediately upon returning home. If you miss the morning feeding, pump as soon as you get to work.
- Eat a healthy diet and keep nutritious snacks in your office.
- Drink plenty of liquids to satisfy your thirst.

Remember, it's not uncommon to have more milk in the morning and less in the evening. It's also not unusual to have a lower milk supply on Fridays.

(cont'd on back)

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Returning to Work

DRESS FOR SUCCESS

Wear clothes that make it easy to pump or breastfeed. Shirts or tops that unbutton or pull up are best—tight-fitting or back-zipping tops/jumpers do not work very well.

HAVE A CONVERSATION

Talk to your coworkers about your schedule, so that they understand that you will take pumping breaks for your and your baby's health. Know that they may have diverse opinions—some will understand, others just may not want to talk too much about breastfeeding. Others may take breaks for their own health reasons.



COORDINATE WITH YOUR CAREGIVER

Make sure your caregiver knows your baby's feeding schedule, and provide written instructions on how to store and use breast milk. If you are planning to have your baby brought to you at work to breastfeed or if you will breastfeed as soon as you get home from work, explain that. If possible, your baby should not feed within a couple of hours before your scheduled feedings, so your baby is ready to breastfeed upon your arrival. If your baby is hungry before then, the caregiver can tide the baby over with a snack-sized portion of stored milk. Note: If your caregiver needs to travel with your baby, teach him or her how to properly transport and store bottles, so that the milk is fresh and safe for your baby.

BUILD A SUPPORT NETWORK

Breastfeeding at work takes time and energy. Your coworkers can help provide support, particularly as you adjust to your new routine. You also may find it helpful to talk with others who are using the lactation space at work. Lactation consultants and La Leche League leaders also can provide help and support.

TROUBLESHOOTING FOR WORKING MOTHERS (cont'd)

I'm having difficulty producing milk during my scheduled pumping times. What should I do?

CAUSES

Difficulty with let-down sometimes is attributed to a disruption in your pumping schedule, engorgement, or an inability to relax.

SOLUTIONS

Try to arrange your workload to make it not overwhelming. Seek additional support, if necessary, from your manager or a lactation consultant.

- When in the lactation room, try relaxation activities—meditate, listen to relaxing music, envision a calming place, look at a picture of your baby, or take deep breaths.
- Place a warm, wet cloth on each breast.
- Before pumping, massage your breasts. Studies show that massaging not only increases milk production, but also increases the milk's fat content, providing more nutrition for your baby.
- Drink fluids to satisfy your thirst.

Sometimes let-down occurs away from the pump location. What should I do?

CAUSES

Let-down may occur close to regular pump times, during a missed pump time, or sometimes simply by thinking about your baby.

SOLUTIONS

- To stop the flow, apply pressure with your arm across your chest.
- Wear breast pads to absorb fluid. Keep an extra set of pads at work.
- Keep an extra blouse or sweater on hand to help conceal milk stains.
- Avoid missing pump times.

Source: LifeCare, Inc. © 2007. All rights reserved.

Ask your manager about your company's workplace lactation program today!

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How to Talk to Others



Continuing to breastfeed when you return to work is a great decision. Your employer and your doctor support your choice, because breastfeeding is good for the health of both mothers and babies, and can save money for both families and employers.

Combining nursing and working, however, is still a new idea for many people. You may find that people at work and elsewhere ask questions about why and how you manage to nurse your baby while working outside your home. Here are a few ways in which you can help them understand and support your decision.

REMEMBER

Talk confidently with others about your decision to breastfeed.

QUESTION	ANSWER
Why is it so important that you feed your baby breast milk instead of formula?	By breastfeeding my baby, I am doing my best for my baby, myself, and my employer. Mothers of breastfed babies often miss less work, because their babies are sick less. Breastfeeding also helps keep mothers healthier. When employees and their families are healthy, employers have lower medical costs. Buying infant formula and other things I need for my baby is expensive. Breastfeeding helps save my family money.
How much time off do you need to pump?	I need the same amount of time every employee takes for breaks, about 20 minutes every 3 hours.
Why can't you use the women's restroom to pump?	Because I am preparing food for my baby, I require a sanitary place in which to pump.
For how long will you need to pump your milk three times a day?	I plan to pump until my baby is older. She is 3 months old now; so, in a few months when she starts eating other foods, I will probably pump less.
How can we set up a schedule for employees who pump without lowering productivity?	Those of us using the lactation space can set up a schedule that lets each person pump when she needs to pump. If we know when the space is free, we can focus on our work until it's our turn to use the space. Also, pumping schedules will change as our babies grow. We can communicate with each other directly when we need to adjust our schedules. Perhaps if an employee was designated as a "floater," responsible for stepping in for 15 to 20 minutes whenever another employee needs to pump, we can ensure that pumping breaks do not reduce productivity.
What does a lactation space need?	The lactation area needs a small table and a chair with a straight back. Privacy is necessary—either a small room with a door that locks or a section of a room with a high divider. It should have an electrical plug or an extension cord that can reach a plug somewhere else. It should have a sink with running water or have a sink nearby. It should have some way to keep the milk cold—a refrigerator or personal freezer bag. It also is helpful to have a clock to keep track of the time and a mirror to fix one's clothes after pumping.

Remember: Confidence in your decision and knowledge about the benefits of breastfeeding will change minds!