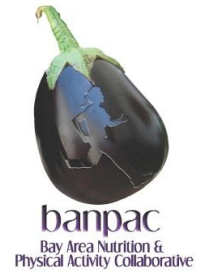


Support Breast Feeding at Work

A STRATEGY TO SUPPORT EMPLOYEE & COMMUNITY HEALTH



HOW CAN WE PROMOTE BREAST FEEDING IN OUR WELLNESS POLICY?¹

- Your wellness policy can include the reasons to support breastfeeding, what facilities will be provided, and the time allotted for breaks.
- Consider flexible scheduling options for breaks and work hours. Flexible work arrangements can ease a woman's return to work, increasing her morale and productivity.
- Generally women need a morning and afternoon break to express breast milk. Expression can take 20 to 40 minutes.
- The need to express breast milk usually lasts for less than one year.
- Plan for a new mother's return to work, before/during her maternity leave. Remind her of the agency's breastfeeding support program.
- Address concerns of co-workers so that no one feels that the breastfeeding employee is getting "special" perks.

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Sources:

¹Adapted from Healthy and Active Before 5 Tip Sheet on Breastfeeding Support www.healthyandactiveb45.org

²U.S. Department of Health and Human Services.(2012) Business Case for Breastfeeding

<http://www.womenshealth.gov/breastfeeding/government-in-action/business-case-for-breastfeeding/>

³United States Breastfeeding Committee (2008-2012)

<http://www.usbreastfeeding.org/NewsInfo/NewsRoom/201002PreventingObesityBeginsatBirth/tabid/169/Default.aspx>

Santa Clara County Public Health Department is the lead agency for BANPAC, the Bay Area Nutrition and Physical Activity Collaborative

BENEFITS TO THE WORKPLACE

- Increased loyalty and retention of experienced employees;
- Less sick time taken by both moms and dads for children's illnesses; and
- Lower health care costs.²

BENEFITS FOR THE MOTHER:

reduced risk of breast cancer, ovarian cancer, type 2 diabetes, and postpartum depression.

BENEFITS FOR THE BABY:

reduced risk of ear, skin, and respiratory infections, diarrhea, and sudden infant death syndrome; and in the longer term, reduced risk of obesity, diabetes, asthma, and childhood leukemia.³

CALIFORNIA LAW REQUIRES

that all California employers must provide a reasonable amount of break time and make a reasonable effort to provide a private space, other than a toilet stall, close to the employees' work area, to accommodate an employee desiring to express breast milk for her baby.



in the community

Santa Clara County
PUBLIC HEALTH