



## BUILDING AN EMPLOYER LACTATION SUPPORT PROGRAM

### Benefits to the Employer

Improve retention of employees—Moms are more likely to return to work.

Reduce absenteeism—Breastfed babies are healthier reducing number of callouts to care for sick children.

Lower healthcare costs for moms, babies and future employees.

### Compliance with the Patient Protection and Affordable Care Act

PPACA Section 4207 requires employers with more than 50 employees to comply.

Required to provide reasonable break time and a space that is shielded from view and intrusion.

### Create a Policy and Culture of Support

Establish responsibilities for employees and the organization.

Define break times, available lactation areas and support available.

Set the tone for creating a supportive work environment.

### Earn Recognition from the Florida Breastfeeding Coalition

Obtain the Florida Breastfeeding Friendly Employer Award—Bronze, Silver and Gold levels available.

Evaluate your current lactation program, make improvements and complete your application online.

### Online Resources

Florida Breastfeeding Coalition	<a href="http://www.flbreastfeeding.org">www.flbreastfeeding.org</a>
Office of Women's Health, US Department of Health and Human Services	<a href="http://www.womenshealth.gov/breastfeeding/employer-solutions">www.womenshealth.gov/breastfeeding/employer-solutions</a>
United States Breastfeeding Committee	<a href="http://www.usbreastfeeding.org">www.usbreastfeeding.org</a>
United States Department of Labor	<a href="http://www.dol.gov/whd/nursing%20mothers">www.dol.gov/whd/nursing mothers</a>

**For Assistance Building Your Lactation Program**  
**Phone: (239) 624-4033 Email: [Info@SafeHealthyChildren.org](mailto:Info@SafeHealthyChildren.org)**  
**[www.safehealthchildren.org](http://www.safehealthchildren.org)**

<b>Criteria for Breastfeeding Friendly Employer Award</b> <b>Three levels of breastfeeding support: Bronze, Silver &amp; Gold Level</b>			
	<b>Bronze</b>	<b>Silver</b>	<b>Gold</b>
<b>Policy and Education</b>	<input type="checkbox"/> Verbal agreement between mother and her direct supervisor regarding her break times and space to pump	<input type="checkbox"/> Verbal agreement OR written breastfeeding support policy <input type="checkbox"/> Verbal information provided to all employees about lactation support	<input type="checkbox"/> Written breastfeeding support policy with education provided for all employees* <input type="checkbox"/> Educational packet about breastfeeding given to all expectant employees and their partners*
<b>Facilities</b>	<input type="checkbox"/> <b>Private Lactation Room**</b>	<input type="checkbox"/> <b>Private Lactation Room** with the following:</b> <input type="checkbox"/> Private area to pump** <input type="checkbox"/> Comfortable chair for pumping and/or nursing <input type="checkbox"/> Small table <input type="checkbox"/> Electrical Outlet  <b>Optional items:</b> <input type="checkbox"/> Refrigerator or personal cooler for milk storage <input type="checkbox"/> Nearby sink with running water or sanitizing wipes for clean up	<input type="checkbox"/> <b>Private Lactation Room** with all of the following:</b> <ul style="list-style-type: none"> <li>• Comfortable upholstered chair for pumping and/or nursing</li> <li>• Small table</li> <li>• Electrical Outlet</li> <li>• Refrigerator or personal cooler for milk storage</li> <li>• Nearby sink with running water or sanitizing wipes for clean up</li> <li>• Wall clock</li> </ul> <b>Optional items:</b> <input type="checkbox"/> Radio/cassette/CD player <input type="checkbox"/> Telephone <input type="checkbox"/> Breastfeeding Art*
<b>Scheduling</b>	<input type="checkbox"/> <b>Flexible Breaks</b> (at least 15-20 minutes in the morning and afternoon as well as a lunch break) during which the employee can express milk or nurse their infants	<input type="checkbox"/> <b>Flexible Breaks with one of the following:</b> <input type="checkbox"/> Ability to work part-time or some hours from home <input type="checkbox"/> Flextime offered <input type="checkbox"/> Job-sharing offered <input type="checkbox"/> Onsite childcare <input type="checkbox"/> Paid maternity leave (6 wks)	<input type="checkbox"/> <b>Flexible Breaks with two or more of the following:</b> <input type="checkbox"/> Ability to work part-time or some hours from home <input type="checkbox"/> Flextime offered <input type="checkbox"/> Job-sharing offered <input type="checkbox"/> Onsite childcare <input type="checkbox"/> Paid 6 week maternity leave with option of another 6 weeks unpaid <input type="checkbox"/> Breast pump provided or subsidized by employer
<b>Resources</b>		<b>One of the following:</b> <input type="checkbox"/> Lending library of Breastfeeding Resources <input type="checkbox"/> List of local breastfeeding resources*	<b>Two of the following:</b> <input type="checkbox"/> Lending library of Breastfeeding Resources* <input type="checkbox"/> List of regional breastfeeding resources* <input type="checkbox"/> Lactation consultant services provided for employees (via insurance or paid by employer)

\*Information on how to provide these can be found on our website

\*\*Private secure place to pump in the workplace other than a bathroom

**Start Your Application Today**  
[www.flbreastfeeding.org](http://www.flbreastfeeding.org)