

Breastfeeding Support in the Workplace

A breastfeeding support guide
for mothers, advocates, and employers.



Table of Contents

Introduction.....	3
Why breastfeeding matters.....	4
Laws to support breastfeeding.....	5-6
Talking points for breastfeeding needs.....	7-11
Policy examples for employers.....	12-15
Creating supportive breastfeeding spaces.....	16-17
Resources.....	18-23
Acknowledgements.....	24

Introduction.

Dear Breastfeeding Supporter,

Thank you for your commitment to supporting opportunities for working mothers to provide breast milk to their children. Studies show that breastfeeding provides benefits to mothers, children, workplaces, and the community. Since breastfeeding is important to you and to the health of new babies, Lorain County Public Health (LCPH) wants to give you tools to have conversations about breastfeeding at work. Together, we'll help mothers feel better supported while breastfeeding, for the benefit of their child's health and their own health.

This guide to breastfeeding at work includes simple ways through which workplaces and advocates can support breastfeeding mothers. This guide summarizes information from several trusted sources, primarily, *"The Business Case for Breastfeeding" from the Office on Women's Health, U.S. Department of Health and Human Services, WomensHealth.gov. Additional resources and references aside from The Business Case for Breastfeeding are cited accordingly.*

LCPH is committed to establishing programs, policies, and environmental supports that encourage healthy behaviors - like breastfeeding. LCPH encourages leaders within worksites and community buildings to reach out to LCPH staff for support to review and improve breastfeeding/maternal support policies.

Please share this tool with employers, employees, friends, and decision makers. Let's work together to advocate for safe, clean, and respectful breastfeeding practices and environments!

For the Health of Us All,

Lorain County Public Health

9880 S. Murray Ridge Rd.

Elyria, OH 44035

440-322-6367

LorainCountyHealth.com

Why breastfeeding matters.

When businesses and employers actively support employees and customers who breastfeed, the organization may enjoy a return on investment. Supported customers and employees build a culture of trust, loyalty, and overall satisfaction. Some significant payoffs for worksites and businesses that support breastfeeding include:



- Retention of employees after childbirth
- Less sick time taken by both mothers and fathers for children's illnesses
- Lower health care and insurance costs
- Satisfied, happy customers who appreciate active breastfeeding support
- Positive word-of-mouth marketing and loyal repeat customers

Breastfeeding is also good for the health of women, babies, families, and the community:

Women who breastfeed:

- Have a decreased risk of heart disease, type 2 diabetes, ovarian cancer, and breast cancer

Babies who are breastfed:

- Have a reduced risk of asthma, obesity, type 2 diabetes, SIDS, and other childhood dangers
- Have more skin-to-skin contact, which soothes babies and can strengthen parental bonding

Families who breastfeed:

- Save money since they don't have added costs of baby formula

Communities that support breastfeeding:

- Have a positive environmental impact since breastfeeding is earth-friendly and produce less waste

Laws to support breastfeeding.

Federal Health Reform and Nursing Mothers

President Obama signed the Affordable Care Act (ACA) on March 30, 2010. Among many provisions, Section 4207 of the law amends the Fair Labor Standards Act (FLSA) of 1938 (29 U.S. Code 207) to require an employer 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 milk. The employer is not required to compensate an employee receiving reasonable break time for any work time spent for such purpose. The employer must also provide a place, other than a bathroom, for the employee to express breast milk. If these requirements impose undue hardship, an employer that employs fewer than 50 employees is not subject to these requirements. The federal requirements shall not preempt a state law that provides greater protections to employees.¹

In Summary:

- **Who:** The law applies to non exempt (hourly) employees and some salaried staff covered by the Fair Labor Standards Act.
- **Where:** The law requires employers to provide a breastfeeding space that is not a bathroom. The space must be completely private so that no one can see inside. Employers are not required to create a *permanent* dedicated space for breastfeeding employees; however, space must be available each time a breastfeeding mom needs it.
- **When:** The law requires employers to provide “reasonable” breastfeeding break time, recognizing that each mom has different needs regarding how often and how much time it takes to pump. Employers must provide time and space each time a mom needs it. The law does not require employers to pay employees during pumping breaks. However if an employer already offers paid breaks and an employee uses those breaks to pump, time should be paid in the usual way.
 - **Tips:** To maintain the milk supply, breastfeeding mothers need to pump as often as the baby usually eats. To estimate pumping time, consider all the steps pumping requires, including the time it takes to gather pumping supplies, get to the breastfeeding space, pump, clean up, and return to the usual workspace.
- **Enforcement:** The U.S. Department of Labor’s Wage and Hour Division (WHD) is responsible for enforcing the “Break Time for Nursing Mothers” law. For help, call the toll-free WHD number at 1-800-487-9243. You will then get connected to your nearest WHD office.
- **Small Businesses:** All employers, regardless of size or number of employees, must comply with the “Break Time for Nursing Mothers” law. Following a complaint from a breastfeeding employee, businesses with fewer than 50 employees may apply for an undue hardship exemption. To receive an exemption for that employee, the employer must prove that providing space and time to the breastfeeding employee would cause

¹ <http://www.ncsl.org/research/health/breastfeeding-state-laws.aspx>

“significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of the employer’s business.” Until an employer is granted an exemption by the Department of Labor, it must comply with the law.²

Patient Protection and Affordable Care Act, Ohio Law

A mother is entitled to breastfeed her baby in any location of a place of public accommodation wherein the mother is otherwise permitted.³

(SB 41) Ohio Revised Code § 3781.55 (2005)

In Summary:

- Mothers may breastfeed their children in public, where she and her child would otherwise be permitted.

² <https://kellymom.com/bf/pumpingmoms/employed-moms/your-rights-as-a-breastfeeding-employee/>

³ <http://codes.ohio.gov/orc/3781.55>

Let's talk about breastfeeding needs.

Sometimes it's hard to find the right words, especially about something unfamiliar. Here are some conversation starters to help mothers, human resources (HR) staff, and supervisors talk about breastfeeding needs in the workplace. Later in the guide are a list of ways to respond to negative feedback and attitudes toward breastfeeding.

Before baby is born.

It is the future mother's responsibility to share the news of her pregnancy with supervisor(s) at work. This can help the worksite and mother plan ahead to reduce stress and to create clear expectations. Before the baby is born, future mothers should review employer breastfeeding policies and ask questions.

For working mothers:

- Ask your supervisor or human resources representative:
 - "Can we schedule a meeting to talk about maternal supports for when I come back to work?"
 - "Is there any paperwork I need to complete so I can schedule time to breastfeed or pump during work hours?"
 - "Can we write an agreement that outlines details of breastfeeding supports to get ready for when I come back to work?"
- Ask friends or coworkers who have breastfed or are breastfeeding:
 - "What helped you balance your schedule to work, have a lunch break, and pump?"
 - "What type of supplies did you bring with you that helped with breastfeeding/pumping during work?"
 - "Where did you store breastfeeding/pumping supplies when you weren't using them?"
 - "Can we talk about making a schedule to share the breastfeeding space?"

Once the workplace supervisor is notified of an employee's pregnancy, there should be open dialogue between the employee and the supervisor regarding breastfeeding friendly supports. Eventually the supervisor should refer the new mother to a human resources representative, or person who handles human resource functions, to speak about next steps and paperwork to complete, such as FMLA (family medical leave act).

Before new mothers return to work.

For working mothers:

After baby is born and you establish a breastfeeding routine, take time to think about the plans and expectations you and your employer have for the return back to work. If a plan wasn't set before baby was born, create and share a proposed plan with your supervisor. Send a copy of your plan or have a conversation in person. Take notes to document what you agree on.

- Ask your supervisor:
 - "I've created a plan with some specific ideas for breastfeeding time at work. How can I make sure this fits into my schedule?"
 - "Is there a schedule for the breastfeeding space? How can I sign up?"
 - "What questions about this breastfeeding plan can I help answer?"
- Ask friends or coworkers who have breastfed or are breastfeeding:
 - "I'm feeling nervous about going back to work and leaving the baby. How did you do it?"
 - "How often did you need to breastfeed/pump to make sure you kept your milk supply up?"
 - "What helped you focus on pumping? Did you bring baby pictures or anything that helped you shift your mind away from your job?"

For supervisors:

Before breastfeeding employees return to work, review the plans and expectations you previously agreed upon. If new questions have come up, schedule time to talk things through with whomever needs to be involved (i.e. HR, upper management, staff team).

If a breastfeeding plan was never made or discussed, be proactive - talk with upper management to get guidance. Review and update breastfeeding policies and plans, and think about the breastfeeding employee's transition back into the workplace. Establish a schedule that works for the breastfeeding employee *after* she begins breastfeeding/pumping; that gives the employee time to learn what to expect and how the body reacts.

Below are some suggestions for how to begin shifting the culture to create a supportive work environment for breastfeeding mothers. It is recommended that mothers proactively communicate with supervisors and/or human resources if the supervisor is not supportive.

HR staff and supervisors could use the talking points below to ensure a smooth transition before the new mother returns to work. The key role of a human resources person is to proactively find out if the worksite is doing enough to support breastfeeding. The supervisor's role is to check in with their employee(s) about how the transition is going and to show support.

- Questions for HR staff to ask supervisors:
 - “[Employee] returns to work in a couple of weeks. I attached a reminder about our breastfeeding support policy. If you have questions about balancing staff schedules, please let me know.”
 - “[Employee] returns to work in a couple of weeks. Is there anything you need from me to help her transition back to work?”
- Considerations for supervisors to relay to staff team:
 - “[Employee] returns to work in a couple of weeks. It will be great to have her back. We want to support her work life balance as a new mom. If you have questions about her schedule, please let me know.”
- Considerations for supervisor to relay to new breastfeeding employee:
 - “You return to work in a couple of weeks and I want to update you on the breastfeeding space available.”
 - “You return to work in a couple of weeks and we’re excited to have you back. I just reviewed the plan we agreed upon and everything is set.”

Work life + breastfeeding.

For working mothers:

Work life as a parent is hard, regardless of a child's age. When breastfeeding is a part of your life, be easy on yourself but also speak up when necessary.

- Ask your supervisor or human resources representative:
 - “Can we talk about how things are going with my schedule?”
 - “I have some questions about the breastfeeding space. When can we talk about them?”

For HR staff and supervisors:

A new mom who returns to work is just getting the hang of breastfeeding and/or pumping. After the first couple of weeks back at work, check in regarding changes that could be made to better accommodate needs. Generally, a human resources person

should get involved only if there is an issue with a policy not being implemented, or to address issues between the supervisor and employee.

- Supervisor to breastfeeding employee:
 - “How are things going with your new work life balance?”
 - “Is there anything you need to be successful at work right now?”
 - “You’re doing a great job transitioning back to work; we appreciate your hard work.”
- HR staff to breastfeeding employee:
 - “How are the breastfeeding space and accommodations working for you?”
 - “Do you have suggestions for how to make the breastfeeding space better?”
 - “Is there anything with the transition back to work that you need help with?”

When mothers choose to no longer pump at work.

At some point new mothers will decide that they no longer need to pump at work, even if the baby is still being breastfeed at home. Supervisors should be given notice so that schedules can be adjusted.

For working mothers:

- To your supervisor or human resources representative:
 - “Thank you for your support during my breastfeeding journey. My baby/family and I appreciate your active support.”
 - “I want to let you know that I no longer need to pump at work. Let me know how this will impact my schedule.”

Negative feedback and attitudes.

For working mothers:

Ideas to help you respond when you receive negative feedback regarding:

- **“The bathroom is available to breastfeed/pump.”**
 - “Where is a non-bathroom space that is available?”

- “Employers are required by law to provide a private, non-bathroom space to pump.”
- “Can we work together to find a solution?”
- **“Your pump breaks are taking too much time.”**
 - “My baby is having a growth spurt right now and it’s important that I pump as often as my baby eats so she has enough milk to help her grow.”
 - “The amount of time it takes to pump changes as babies grow. Could I extend my work day by 15 minutes (or come in 15 minutes early) for the next few weeks to see if that helps you and me?”
- **“You’re still breastfeeding?!”**
 - “Yes we are, and baby is growing so well. Can I show you a photo of how healthy he is/how big he’s gotten?”
 - “Yes we are. It was hard to do at first, but I’m so glad we stuck with it. My partner is really glad too because we’ve saved so much money not buying formula.”
 - “Yes we are. I have been able to help the baby build up an immune system to stay healthier and that helps my partner and I avoid taking sick days.”
- **“I’m picking up the slack for you.”**
 - “I didn’t realize you took on more tasks when I came back to work. I’m sorry you feel stressed. Have you shared your concerns with our supervisor?”
 - “Thank you for helping! Our supervisor told me that you were a big help when I was on maternity leave.”
- **“If she gets a break to pump, I should get a break to do what I want.”**
 - “We have a policy in place that allows for new mothers to take breaks for breastfeeding needs. Actually, federal law requires that employers provide reasonable time for employees to express milk.”
- **“It’s so hard scheduling meetings because you’re always pumping.”**
 - “I didn’t realize this was a problem - thanks for letting me know. Would you like me to share the times when I’m unavailable? Maybe that would help you with planning.”
- **“You’re always in that room and I need it for X.”**
 - “That is the space that HR told me to use. Can you let them know that you need it?”

Policy Examples for Employers.

This section provides sample policy language that employers can adopt to better support breastfeeding mothers returning to work.

A. Maternal support policy at Lorain County Public Health

Lorain County Public Health recognizes the numerous benefits of breastfeeding to both mothers and infants including enhanced cognitive development and decreased risk of acute and chronic diseases in infants and lower rates of osteoporosis and ovarian cancer in mothers. We also recognize the economic benefits to the agency, such as lower absenteeism rates and use of sick/annual leave, reduced staff turnover due to birth of a child, higher productivity and employee morale, lower health care costs due to healthier babies, and an overall positive community image of a "family-friendly" agency. Lorain County Public Health will set an example in breastfeeding promotion for working families by implementing a workplace breastfeeding promotion policy.

The policy will serve as (1) a way to encourage mothers to continue to breastfeeding, if they wish, after returning to work; (2) a way to promote breastfeeding as a normal part of daily life and (3) to exemplify LCPH as an important part of community support for breastfeeding.

Lorain County Public Health recognizes that breastfeeding an infant is an important and basic act of nature to be encouraged in the interests of maternal, child and family health. The preamble sets forth the importance of supporting breastfeeding mothers as they plan their maternity leave and return to work.

- *LCPH recognizes a mother's responsibility to her job and to her child when she returns to work and acknowledges that a woman's choice to breastfeed benefits the child, the mother, society-at-large and the employer.*

- *The American Academy of Pediatrics recommends that women breastfeed for at least the first 12 months of a child's life and urges that arrangements be made to provide for expressing breast milk when the mother and child are separated.*

- *LCPH recognizes that workplace policies supporting a woman's choice to breastfeed her child will further these important goals, **Lorain County Public Health subscribes to the following policy:***

One to two weeks prior to returning to work from maternity leave, the breastfeeding employee will meet with her supervisor to discuss arrangements to accommodate both Lorain County Public Health and her needs to continue breastfeeding.

- The breastfeeding employee will be allowed sufficient time to express milk and/or breastfeed during work hours. The time will be mutually agreed upon between the breastfeeding employee and her supervisor. Time will be allowed regardless of work site location.
- A breastfeeding employee may have the infant(s) brought to the worksite by a caregiver for feedings. The employee will be permitted time to feed the child(ren) as pre-arranged with the supervisor. Only the child and/or children being breastfed are to be brought to the workplace.
- The breastfeeding employee is entitled to the full lunch break as defined by agency policy.
- The supervisor shall be updated in regard to changes in the milk expression and/or breastfeeding schedule.
- When in the Lorain County Public Health building, a designated room will be available for milk expression and/or breastfeeding to any breastfeeding woman. The room will be equipped with a locking door, chair, electrical outlet, and counter or table and will be in close proximity to a sink with running water. This location will be somewhere other than a restroom. A sign-up sheet will be located in the room, and the breastfeeding employee will sign up for use of the room in advance. When this room is not available, an employee may use an available clinic room or request permission to use a private office.

A refrigerator designated exclusively for breast milk storage will be provided and labeled as such. All breast milk will be properly marked with name and date. Breast milk will not be stored longer than five (5) days. Refrigerator cleaning will be the responsibility of the current breastfeeding woman or women.

- The breastfeeding employee will provide all other supplies necessary for milk expression.
- Lorain County Public Health will have resources available and can make necessary referrals for all pre- and post-natal needs for employees and their partners.

B. Sample Breastfeeding Policy from The Business Case For Breastfeeding

In recognition of the well documented health advantages of breastfeeding for infants and mothers, [name of company] provides a supportive environment to enable breastfeeding employees to express their milk during work hours. This includes a company-wide lactation support program administered by [name of department].

[Name of company] subscribes to the following worksite support policy. This policy shall be communicated to all current employees and included in new employee orientation training.

Employer Responsibilities

Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

Milk Expression Breaks

Breastfeeding employees are allowed to breastfeed or express milk during work hours using their normal breaks and meal times. For time that may be needed beyond the usual break times, employees may use personal leave or may make up the time as negotiated with their supervisors.

A Place to Express Milk

A private room (not a toilet stall or restroom) shall be available for employees to breastfeed or express milk. The room will be private and sanitary, located near a sink with running water for washing hands and rinsing out breast pump parts, and have an electrical outlet. If employees prefer, they may also breastfeed or express milk in their own private offices, or in other comfortable locations agreed upon in consultation with the employee's supervisor. Expressed milk can be stored [in general company refrigerators/in designated refrigerators provided in the lactation room or other location/in employee's personal cooler].

Breastfeeding Equipment

[Name of company] [provides/subsidizes/rents] electric breast pumps to assist breastfeeding employees with milk expression during work hours. The company provides [hospital grade pump that can be used by more than one employee/or portable personal use electric breast pump that the employee retains] throughout the course of breastfeeding for the employee. [If using a standard hospital-grade pump, indicate whether the company provides/subsidizes personal attachment kit or

where the employee can purchase the kit.] [Indicate whether breast pumps are also available for partners of male employees.]

Education

Prenatal and postpartum breastfeeding classes and informational materials are available for all mothers and fathers, as well as their partners. Staff Support Supervisors are responsible for alerting pregnant and breastfeeding employees about the company's worksite lactation support program, and for negotiating policies and practices that will help facilitate each employee's infant feeding goals. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees. [List other components specific to your company's program]

Employee Responsibilities

Communication with Supervisors

Employees who wish to express milk during the work period shall keep supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the company.

Maintenance of Milk Expression Areas

Breastfeeding employees are responsible for keeping milk expression areas clean, using anti-microbial wipes to clean the pump and area around it. Employees are also responsible for keeping the general lactation room clean for the next user. This responsibility extends to both designated milk expression areas, as well as other areas where expressing milk will occur.

Milk Storage

Employees should label all milk expressed with their name and date collected so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of her milk using [company provided refrigerator/personal storage coolers].

Use of Break Times to Express Milk

When more than one breastfeeding employee needs to use the designated lactation room, employees can use the sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs.

Creating supportive breastfeeding spaces.

Breastfeeding spaces do not require a lot of room, and they do not need to be permanently dedicated to breastfeeding. A room as small as 4' x 5' can fit a comfortable chair, a small table or shelf for the breast pump, and a small refrigerator or personal cooler bag with freezer packs.

Consider transforming an existing space that: includes an electrical outlet; can be locked from the inside; and is near a sink with both hot and cold water for washing hands, pump attachments, and milk collection containers. Since installing plumbing can be expensive, consider finding a space near an available sink (i.e. employee lounge, or kitchen.)

Bathrooms are unsanitary, often lack electrical connections, and do not provide a place to comfortably operate a breast pump. Therefore, breastfeeding employees should *never* be expected to pump milk in a bathroom.



One example of how to set up a lactation room.

Possible breastfeeding spaces:

- A rarely used existing office space or room
- A clean, infrequently used closet or small storage area
- A small corner of a room sectioned off with walls
- A walled-off corner of a lounge
- A conference room, a vacant office, a storeroom, or dressing room
- A locked office space is an option.

Involve facilities management staff and at least one experienced breastfeeding employee as you examine options. Increase awareness of the importance of allocating space for breastfeeding rooms in future building renovations or additions.

Basic amenities	Better amenities	Best amenities
Electrical outlet (standard 220V)	-	-
Room locks from the inside	-	-
Comfortable chair	Footstool included	Recliner
Table or flat surface to hold the breast pump	-	-
Disinfectant wipes provided	-	-
Located near room with source of running water	Room has a sink with source of running water inside	-
Employee brings her own breast pump	Employer pays for rental of a breast pump, or provides a hospital-grade multi-user electric breast pump	Employer subsidizes or provides a portable electric breast pump, or provides a hospital-grade multi-user electric breast pump; Breast pumps are also provided for partners of male employees
If a hospital-grade pump is on-site, employee brings her own attachment kit	If a hospital-grade pump is on-site, employer subsidizes the cost of attachment kit	If a hospital-grade pump is on-site, employer provides an attachment kit for each breastfeeding employee
Employee stores milk in a personal cooler	Employer provides personal coolers for storing milk	Employer provides a small refrigerator in the breastfeeding room designated for storing milk
Room is clean	Room is attractive Bulletin board available for posting baby photos and notes of support Educational resources available	Soft lighting
Desk or table top space is provided	Telephone available	Computer and internet access available

Resources.

Breastfeeding room in use sign	Page 19
Tools for shared lactation spaces	Page 20-21
Local contacts for help in Lorain County	Page 22
Additional resources	Page 23

“Breastfeeding Room in Use” Sign.



Shared lactation space sign-out.

Electronic calendar: Create a shared calendar on Google or Outlook to reserve space.

Paper template: A simple paper sign-out sheet can help breastfeeding employees coordinate their schedules.

See the next page for a blank copy to use!

Name	Date	IN	OUT
<i>Jolene Smith</i>	<i>Mon. 8/2/18</i>	<i>8:30 AM</i>	<i>9:00 AM</i>
<i>Linda Perez</i>	<i>Mon. 8/2/18</i>	<i>10:31 AM</i>	<i>11:09 AM</i>
<i>Jolene Smith</i>	<i>Tue. 8/3/18</i>		
<i>Linda Perez</i>	<i>Tue. 8/3/18</i>		

Local Contacts.

Breastfeeding Medicine of Northeast Ohio

Dedicated to helping breastfeeding mothers and babies, this resource combines information on medical and lactation support for both the mom and baby.

Contact: 216- 291-9210 or www.BFMedNEO.com

Facebook Groups (private):

Search these groups at www.facebook.com and request to join these virtual support groups.

“Lorain County Virtual Breastfeeding Support Group”

“Working Moms Who Make Breastfeeding Work”

Le Leche League of Oberlin

La Leche supports breastfeeding mothers and their families in Oberlin and Lorain County. La Leche League is an international, nonprofit, nonsectarian organization founded in 1956, dedicated to providing information, support, and encouragement for women who are breastfeeding their children. The community group La Leche League of Oberlin was founded in 2008. Meetings are held monthly in Oberlin, OH.

Contact: If you have questions or would like more information, contact leaders Susan: 440-289-4731, Rebecca: 440-774-1081, or Diana: 440-204-8156, or visit

www.facebook.com/groups/LLLOberlin

Lorain County Breastfeeding Coalition (LCBC)

The LCBC’s mission is to educate the community on the importance of promoting, preserving, and protecting breastfeeding. LCBC is interested in advancing a dialogue about the impact and importance of breastmilk and breastfeeding. LCBC is open and accepting of new members and continues to pursue new projects.

Contact: Tina Schulin, via UH Lactation Line 440-329-7466 KeepingMeAbreast@yahoo.com

Lorain County Public Health

Health Education Specialists provide technical assistance to implement concepts outlined in this kit.

Contact: 440-322-6767 or HealthEd@LorainCountyHealth.com

Lorain County WIC

Women, Infants, and Children (WIC) Program is conducted through Lorain County Public Health. Breastfeeding peers help families learn how to breastfeed, and support women through their breastfeeding journey. The program also provides supplemental foods which promote good health for pregnant, breastfeeding and postpartum women, infants, and children up to age five.

Contact: 440-323-7320 www.loraincountyhealth.com

Additional Resources.

There are hundreds of wonderful resources available for breastfeeding and lactation support. Below are a few recommendations from the network of people who collaborated on this guide.

***Back to Work for the Breastfeeding Mother* by Nancy Mohrbacher, IBCLC, FILCA**

This short book is a great resource for mothers planning to breastfeed and work. Highlights include sample plans for different work schedules, tips for the transition, and more. More information: NancyMohrbacher.com/resources

BreastfeedingPartners: at Work and School

Check out the “Making It Work Toolkit” for helpful tips on breastfeeding when returning to work or school. Visit BreastfeedingPartners.org and click on the “Work & School” tab.

Centers for Disease Control and Prevention:

www.cdc.gov/breastfeeding/resources/index.htm

International Lactation Consultant Association

www.ilca.org/home

KellyMom

This website was developed to provide [evidence-based information](#) on breastfeeding and parenting. Visit: KellyMom.com

United States Breastfeeding Committee (USBC)

The USBC works to drive collaborative efforts for policy and practices that create a landscape of breastfeeding support across the United States. Visit: USBreastfeeding.org

The Surgeon General’s Call to Action to Support Breastfeeding

www.surgeongeneral.gov/library/calls/breastfeeding/

United States Department of Labor

www.dol.gov/whd/nursingmothers/

Office on Women’s Health, U.S. Department of Health and Human Services

This website provides extensive information for mothers and employers. Download “The Business Case for Breastfeeding,” which features resources for CEOs, supervisors, human resources representatives, and mothers.

Visit: WomensHealth.gov/Breastfeeding

Workplace laws

National laws: USBreastfeeding.org/Workplace-Law

Ohio law: Codes.Ohio.gov/ORC/3781.55

Acknowledgements.

Thank you to everyone who helped to conceptualize, discuss, review and edit this resource guide:

Lorain County Breastfeeding Coalition members

Lorain County Public Health WIC, Health Education and Human Resources staff

Lorain County Virtual Breastfeeding Support Group members

OberlinKids collaborative members

Ohio Department of Health, Creating Healthy Communities Program

Ready Set Go to Kindergarten collaborative members

For questions, comments, or suggested edits to future versions, please contact Lorain County Public Health at healthed@loraincountyhealth.com or call 440-322-6367. REV. 8/2018