

# Supporting Breastfeeding Parents

Baltimore Healthy Start Meeting

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# Why do parents need support?

- About 81% Of american parents reported breastfeeding at some point, (according to the CDC) but that number drastically decreases to about 22% when looking at exclusive breastfeeding for six months. Breastfeeding at one year is about 31% in the 2013 data.

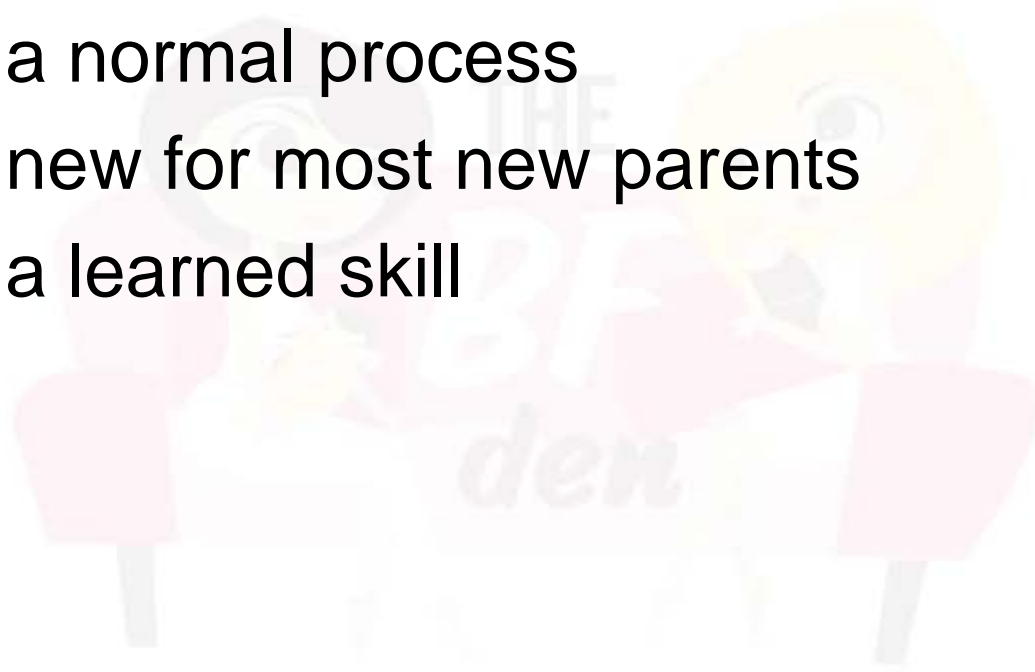
The World Health Organization recommends breastfeeding for two years.

Where is the disconnect?



# Support is vital to success

- Breastfeeding is a normal process
- Breastfeeding is new for most new parents
- Breastfeeding is a learned skill



# Types of Support

- Community based
  - La Leche League
  - WIC Peer Counselors
  - Breastfeeding USA
  - Mocha Moms
- Other parents / friends
  - Friends
  - Family
  - Social media
- Clinical Care



# Who needs support

- Breastfeeding Parent
- Partner
- Family / Support system



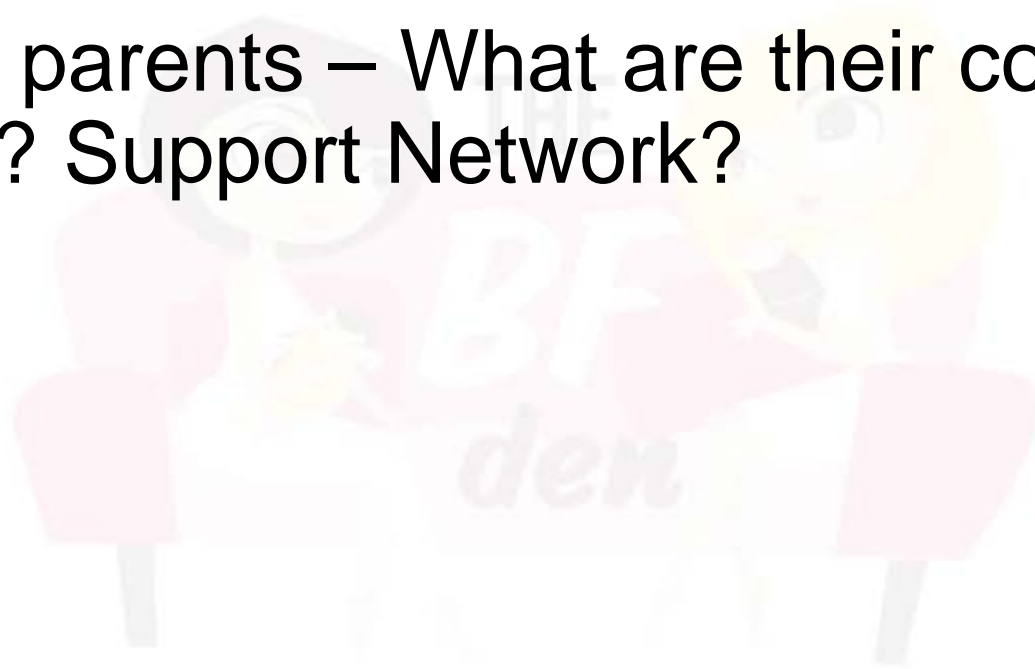
# Common Barriers to Breastfeeding

- Societal pressure
- Cultural differences
- Socioeconomic status
- Lack of support
- Lack of clinical care
- Return to employment



# How to provide support

Get to know the parents – What are their concerns?  
Family situation? Support Network?





# Concerns with Returning to work

- Talking to their employer
- Making time for pumping
- Fear of repercussions
- Unaware of the law
- Having enough milk





# What does the law say?

The Patient Protection and Affordable Care Act (P.L. 111-148, known as the “Affordable Care Act”) amended section 7 of the Fair Labor Standards Act (“FLSA”) to require employers to provide “reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child’s birth each time such employee has need to express the milk.”

Employers are also required to provide “a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.” See 29 U.S.C. 207(r). The break time requirement became effective when the Affordable Care Act was signed into law on March 23, 2010. The [Fact Sheet](#) and the Frequently Asked Questions below provide basic information about the law.



# Questions & Answers on the federal law

**Who is entitled to reasonable break time and a space for expressing breast milk at work under the law?**

ANSWER: The federal law provides that employees who work for employers [covered](#) by the FLSA and are [not exempt](#) from section 7, which sets forth the FLSA's overtime pay requirements, are entitled to breaks to express milk. While employers are not required under the FLSA to provide breaks to nursing mothers who are exempt from the requirements of section 7, they may be obligated to provide such breaks under [State laws](#). The Department encourages employers to provide breaks to all nursing mothers regardless of their status under the FLSA



## What types of employers are covered by the law?

ANSWER: All employers [covered](#) by the FLSA must comply with the break time for nursing mothers provision. All such employers are subject to the FLSA break time requirement unless they have fewer than 50 employees and can demonstrate that compliance with the provision would impose an undue hardship.

**Many U.S. states, Puerto Rico, and the District of Columbia have laws related to breastfeeding and expressing milk in the workplace. Are these [state laws](#) preempted by the new federal break time requirements?**

ANSWER: The FLSA requirement of break time for nursing mothers to express breast milk does not preempt [State laws](#) that provide greater protections to employees (for example, providing compensated break time, providing break time for exempt employees, or providing break time beyond 1 year after the child's birth).



## **Does the break time have to be paid break time?**

ANSWER: Employers are not required under the FLSA to compensate nursing mothers for breaks taken for the purpose of expressing milk. However, where employers already provide compensated breaks, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for break time. In addition, the FLSA's general requirement that the employee must be completely relieved from duty or else the time must be compensated as work time applies.

## **Do employers need to create a permanent, dedicated space for use by nursing mother employees?**

ANSWER: No. A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient provided that the space is shielded from view, and free from any intrusion from co-workers and the public. The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing mothers' use, it must be available when needed in order to meet the statutory requirement. Of course, employers may choose to create permanent, dedicated space if they determine that is the best way to meet their obligations under the law.

## **Do employers have to provide a lactation space even if they don't have any nursing mother employees?**

ANSWER: No. The statute requires employers to provide a space for a nursing employee "each time such employee has need to express the milk." If there is no employee with a need to express breast milk, then the employer would not have an obligation to provide a space.

## **If the only space available at a work site is a bathroom, can employers require employees to express breast milk there?**

ANSWER: No. The statute specifically states that the space provided for employees to express breast milk cannot be a bathroom.





# How can we help?

- Help moms advocate for themselves
  - What resources exist?
  - Best ways to talk to employers?
- Manage Expectations
- Help them feel prepared and capable



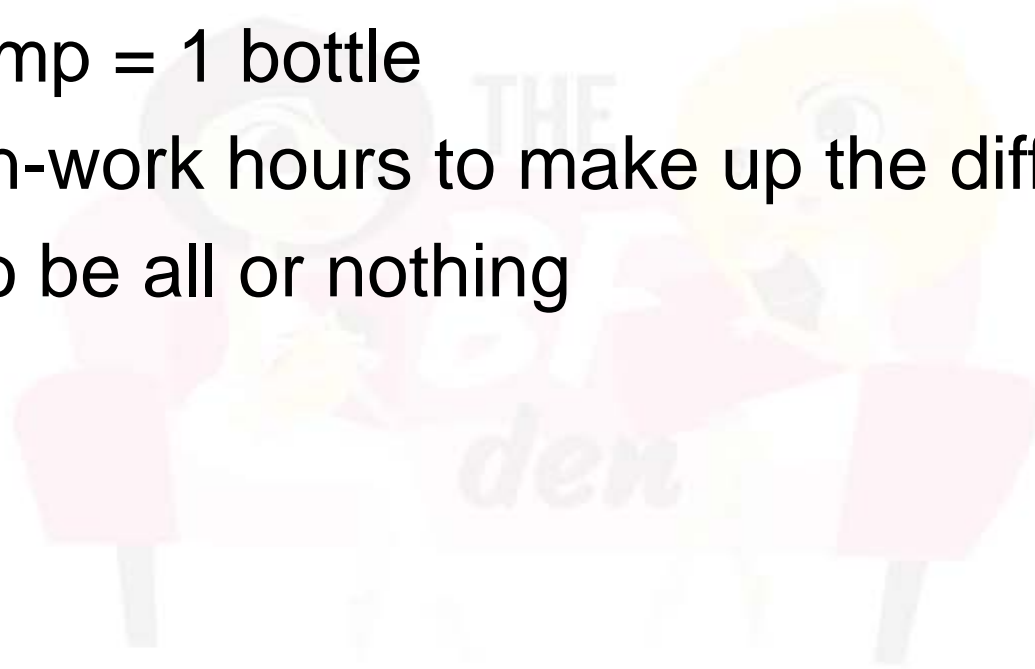
# Best Pumping Practices

- The Affordable Care Act mandates coverage for breast pumps – use it!
- Find the right size flange – not all breasts are the same
- Learn how to use the pump
- Hands on pumping works



# Manage Expectations

- Expect that 1 pump = 1 bottle
- Can pump at non-work hours to make up the difference
- It doesn't have to be all or nothing





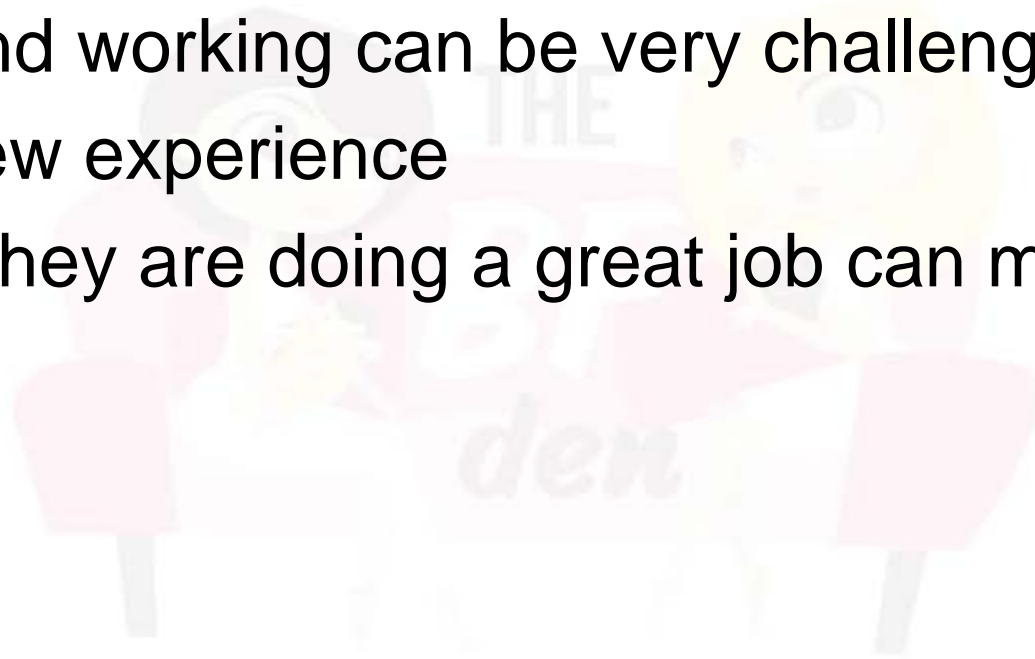
# Feeding the baby

- Use a narrow, slow flow bottle
- Use a baby led bottle feeding approach
- Find other soothing techniques
- General rule of thumb is approximately 1 oz of breastmilk per hour of separation



# Cheer them on

- Breastfeeding and working can be very challenging
- Often this is a new experience
- Reminders that they are doing a great job can make a huge difference.



# The End



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