



Healthy Babies Make Happy Moms and Excellent Employees!

Where to Find Information, Resources and Breastfeeding Supplies

Resources for Employers

Federal and State Laws Requiring Workplace Support for Breastfeeding

- **The U.S. Department of Labor's Fact Sheet #73** and FAQs outline the employer requirement to provide time and space for nursing mothers as stated in the Patient Protection and Affordable Care Act. The fact sheet explains the general requirements, time and location of breaks and coverage and compensation issues. It is online at <http://www.dol.gov/whd/regs/compliance/whdfs73.htm>
- Additional information on the federal law is available at the U.S. Department of Labor's Wage and Hour Division website: <http://www.wagehour.dol.gov> and from the toll-free information and helpline, available at 8 a.m. to 5 p.m. in your time zone: 1-866-4USWAGE (1-866-487-9243).
- **The National Conference of State Legislatures** maintains a website to summarize content federal and state law regarding breastfeeding in the workplace and in public. Federal requirements in Section 4207 do not preempt state laws that provide greater protections to employees. <http://www.ncsl.org/default.aspx?tabid=14389>

Employer Educational Materials and Resources

- "Workplace Breastfeeding Support: A Legal and Business Imperative," LifeCare Special Report, October 2010. www.lifecare.com/docs/Breastfeeding_SpecialReport_2010.pdf
- "Support for Breastfeeding in the Workplace," *The CDC Guide to Breastfeeding Interventions*, U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, 2005. www.cdc.gov/breastfeeding/pdf/BF_guide_2.pdf
- "Employer Perspective on Accommodating Breastfeeding Employees," Colorado State Breastfeeding Coalition Video: <http://www.youtube.com/user/cobfcvideos#p/c/1/NIIQHlop6yA>
- "Healthy Babies Make Happy Moms, and Excellent Employees!" Families and Work Institute Workplace lactation toolkit, 2011. www.familiesandwork.com/lactation
- "2009 Employer Guide and EITC Toolkit," Corporate Voices for Working Families, 2009. www.corporatevoices.org/2009-EITC-Toolkit
- "Workplace Breastfeeding Support," U.S. Breastfeeding Committee issue Paper. <http://www.usbreastfeeding.org/Portals/0/Publications/Workplace-2002-USBC.pdf>.
- "The Florida Breastfeeding Friendly Employer Recognition Program
The Florida Breastfeeding Coalition (FBC) has developed the Breastfeeding Friendly Employer Award. Businesses, hospitals and schools that provide pumping areas, support, and education services to employees can apply and are awarded gold, silver and bronze levels. Find out more about this award, and how your business can motivate other employers to "Get Pumped!" <http://flbreastfeeding.org/employerprogram.htm>



Resources for Your Employees

- Download print and distribute the “**Resources for Employees**” flyer available in Families and Work Institute online workplace lactation toolkit: www.familiesandwork.org/lactation.
- **National Women’s Health Information Center (NWHIC)** offers a breastfeeding helpline and web site: 1-800-994-9662; TDD 1-888-220-5446 (9 a.m. - 6 p.m., Monday through Friday, EST). NWHIC web site: www.womenshealth.gov/breastfeeding.
- **International Board Certified Lactation Consultants (IBCLCs)** are professional health workers trained to help new families successfully breastfeed. You can find a lactation consultant near you through your local hospital, doctor’s office or the International Lactation Consultant Association at <http://www.ilca.org/i4a/pages/index.cfm?pageid=1>. Your primary care doctor may also have a lactation consultant on staff.
- **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. Find out more online: www.llli.org/nb.html.
- **Women, Infants and Children (WIC)**, the federal government’s Special Supplemental Nutrition Program, 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 healthcare. In addition:
 - WIC offers breastfeeding counseling, including peer counselors.
 - Mothers who exclusively breastfeed receive an enhanced food package.
 - Breastfeeding mothers can receive breast pumps and other supplies to help start and continue breastfeedingEmployees can find out if they are eligible for WIC by contacting their state or local WIC agency. Contact information is available online at: www.fns.usda.gov/wic/howtoapply/default.htm.
- “**Starting to Breastfeed,**” a booklet filled with guidelines, photos, and educational resources to help introduce new mothers to breastfeeding. Breastfeeding tips and techniques are also available as a supplement to this booklet in **21 different languages** at: <https://abbottnutrition.com/breastfeeding>
- **Strong Moms’ Feeding Expert Hotline:** Access expert feeding advice from nurses, dietitians and lactation consultants 24/7 for personalized one-on-one support over the phone. Call: 1-800-986-8800, or visit: <https://similac.com/feeding-nutrition/baby-feeding-expert>.

Lactation Support Programs and Services for the Workplace

- LifeCare, Inc.: www.lifecare.com
- Limerick, Inc.: www.limerickinc.com
- Medela Corporate Lactation Program: www.medela.com
- National Healthy Mothers, Healthy Babies Coalition: www.hmhb.org
- Abbott Nutrition: <http://abbottnutrition.com>

Leading Manufacturers of Breast Pumps and Accessories

- Ameda: www.ameda.com
- Avent: www.avent.com
- Baily: www.baileymed.com
- Limerick, Inc.: www.limerickinc.com
- Medela: www.medela.com
- Whisper Wear: www.whisperwear.com
- Whittlestone: www.whittlestone.com

