

Enhancing Lactation Support for Hospital Employees

A CHAMPS Webinar

Presented by:

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Disclosures



HHS Maternal and Child Health Bureau
Business Case for Breastfeeding



HHS Office on Women's Health
Supporting Nursing Moms at Work

POLL #1

Tell Us About Yourself!



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CELEBRATE!



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Mississippi CHAMPS: Decreasing Racial Inequities in Breastfeeding

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BACKGROUND AND OBJECTIVES: Race is an important predictor of breastfeeding prevalence in the United States, with rates being lowest among Black populations. The Communities and Hospitals Advancing Maternity Practices (CHAMPS) program works with hospitals and communities to implement the Baby-Friendly Hospital Initiative, increase breastfeeding rates, and decrease racial disparities in breastfeeding. The aims of Mississippi CHAMPS were to (1) increase breastfeeding initiation and exclusivity and (2) decrease racial disparities in breastfeeding by increasing the number of Baby-Friendly hospitals in the state from 2014 to 2020.

DESIGN: Mississippi hospitals enrolled into the CHAMPS initiative from 2014 to 2019 and received an intensive quality improvement and technical assistance intervention to implement the Baby-Friendly Hospital Initiative. Community partners and statewide organizations provided parallel support. Hospitals submitted monthly aggregate data stratified by race on breastfeeding (outcome measure), skin-to-skin care, and rooming-in practices (process measures).

SETTING: Between 2014 and 2020, the number of Baby-Friendly hospitals in Mississippi rose from 0 to 72. Breastfeeding initiation in the hospitals increased from 56% to 68% ($P < .05$), and the disparity between Black and White dyads decreased by 17 percentage points, an average of 0.176 percentage points each month (95% confidence interval: -0.060 to -0.292). Exclusivity increased from 24% to 37% ($P < .05$). Skin-to-skin and rooming-in rates increased significantly for all dyads: 32% to 91% ($P < .01$) for skin-to-skin after vaginal birth, 20% to 86% ($P < .01$) for skin-to-skin after cesarean delivery, and 19% to 86% ($P < .01$) for rooming-in.

CONCLUSIONS: Over the course of the CHAMPS program, there were significant increases in breastfeeding initiation and exclusivity, and decreases in racial inequities in breastfeeding initiation.

Full article can be found online at www.pediatrics.org/cgi/doi/10.1177/0000455022108882

Abstract

OBJECTIVE: Breastfeeding initiation and exclusivity are important predictors of infant health. The Communities and Hospitals Advancing Maternity Practices (CHAMPS) program works with hospitals and communities to implement the Baby-Friendly Hospital Initiative, increase breastfeeding rates, and decrease racial disparities in breastfeeding. The aims of Mississippi CHAMPS were to (1) increase breastfeeding initiation and exclusivity and (2) decrease racial disparities in breastfeeding by increasing the number of Baby-Friendly hospitals in the state from 2014 to 2020.

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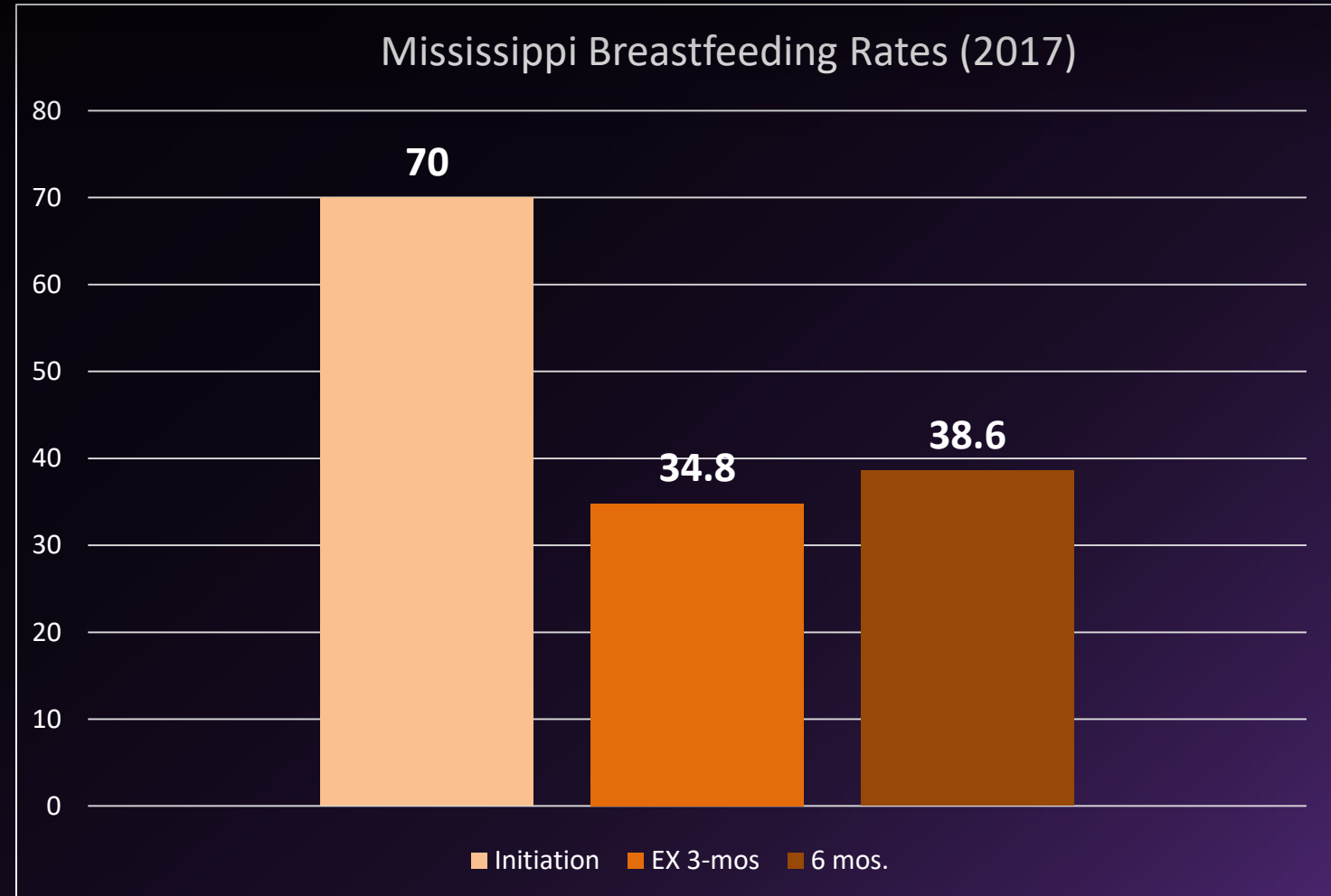
CONCLUSIONS: Over the course of the CHAMPS program, there were significant increases in breastfeeding initiation and exclusivity, and decreases in racial inequities in breastfeeding initiation.

Key words: Breastfeeding, racial inequities, Mississippi, CHAMPS, Baby-Friendly Hospital Initiative, breastfeeding initiation, breastfeeding exclusivity, skin-to-skin care, rooming-in practices.

Burnham et al. Decreasing Racial Inequity in Breastfeeding. *Pediatrics*. 2022 Feb;149(2).



CDC Breastfeeding Report Card



WHY???

80%

Low-Wage Workforce



Federal Legislation



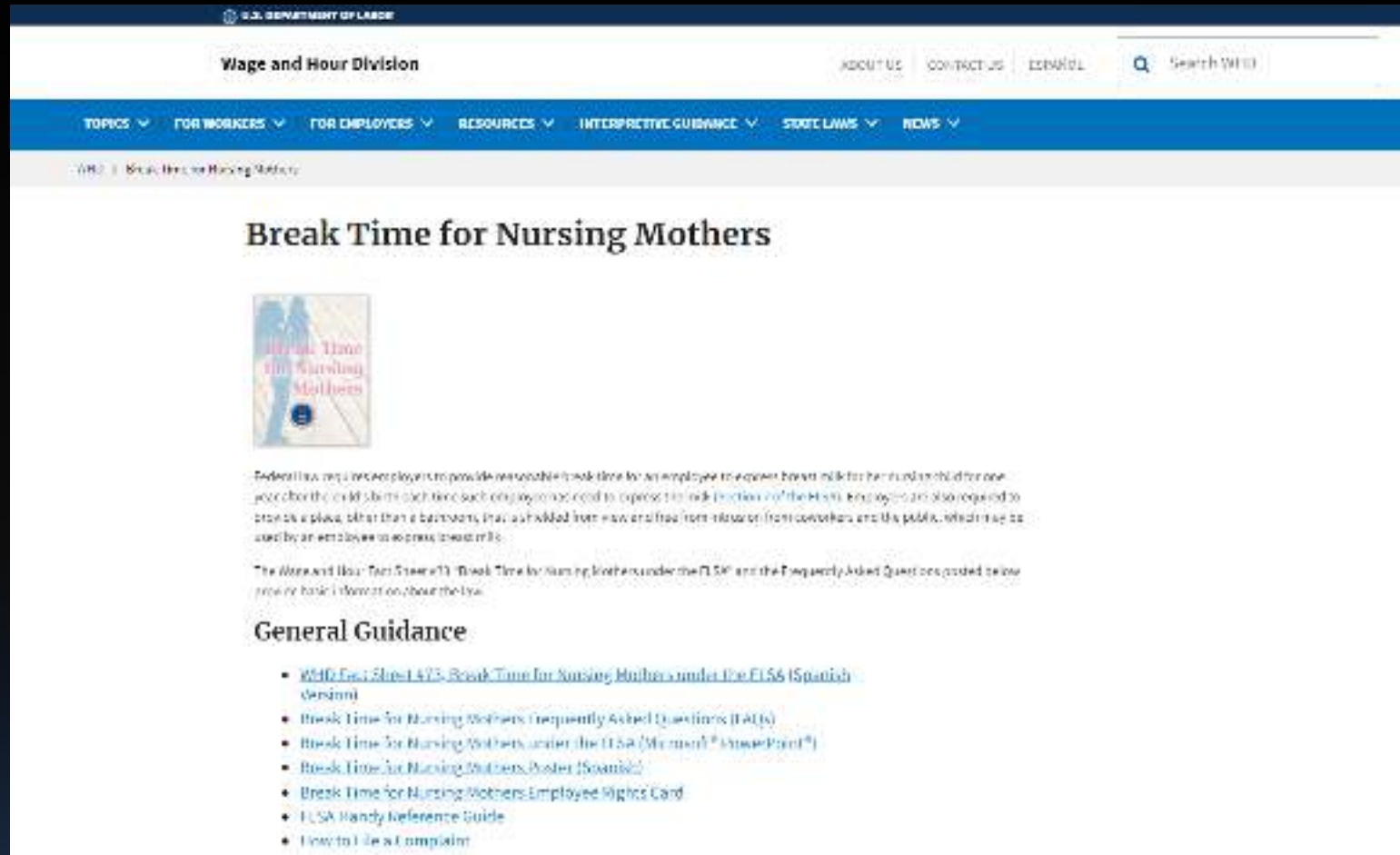
The PUMP Act

SUPPORT
BREASTFEEDING
EMPLOYEES
WITH THE
PUMP ACT

MESSAGE YOUR
MEMBERS OF CONGRESS



Federal Law



The screenshot shows the official website of the U.S. Department of Labor, Wage and Hour Division. The page is titled "Break Time for Nursing Mothers" and features a blue header with navigation menus for "TOPICS", "FOR WORKERS", "FOR EMPLOYERS", "RESOURCES", "INTERPRETIVE GUIDANCE", "STATE LAWS", and "NEWS". A search bar is located in the top right corner. The main content area includes a sub-header "Break Time for Nursing Mothers" and a small graphic of a mother nursing a child. Below the graphic, there is a paragraph of text explaining the federal law requirements for break time for nursing mothers. A "General Guidance" section follows, listing several resources such as "WHD Fact Sheet 473-Break Time for Nursing Mothers under the FLSA (Spanish Version)", "Break Time for Nursing Mothers (Frequently Asked Questions) (FAQ)", "Break Time for Nursing Mothers under the FLSA (Workers' State Print)", "Break Time for Nursing Mothers Poster (Spanish)", "Break Time for Nursing Mothers Employee Rights Card", "FLSA Handy Reference Guide", and "How to File a Complaint".

dol.gov/agencies/whd/nursing-mothers

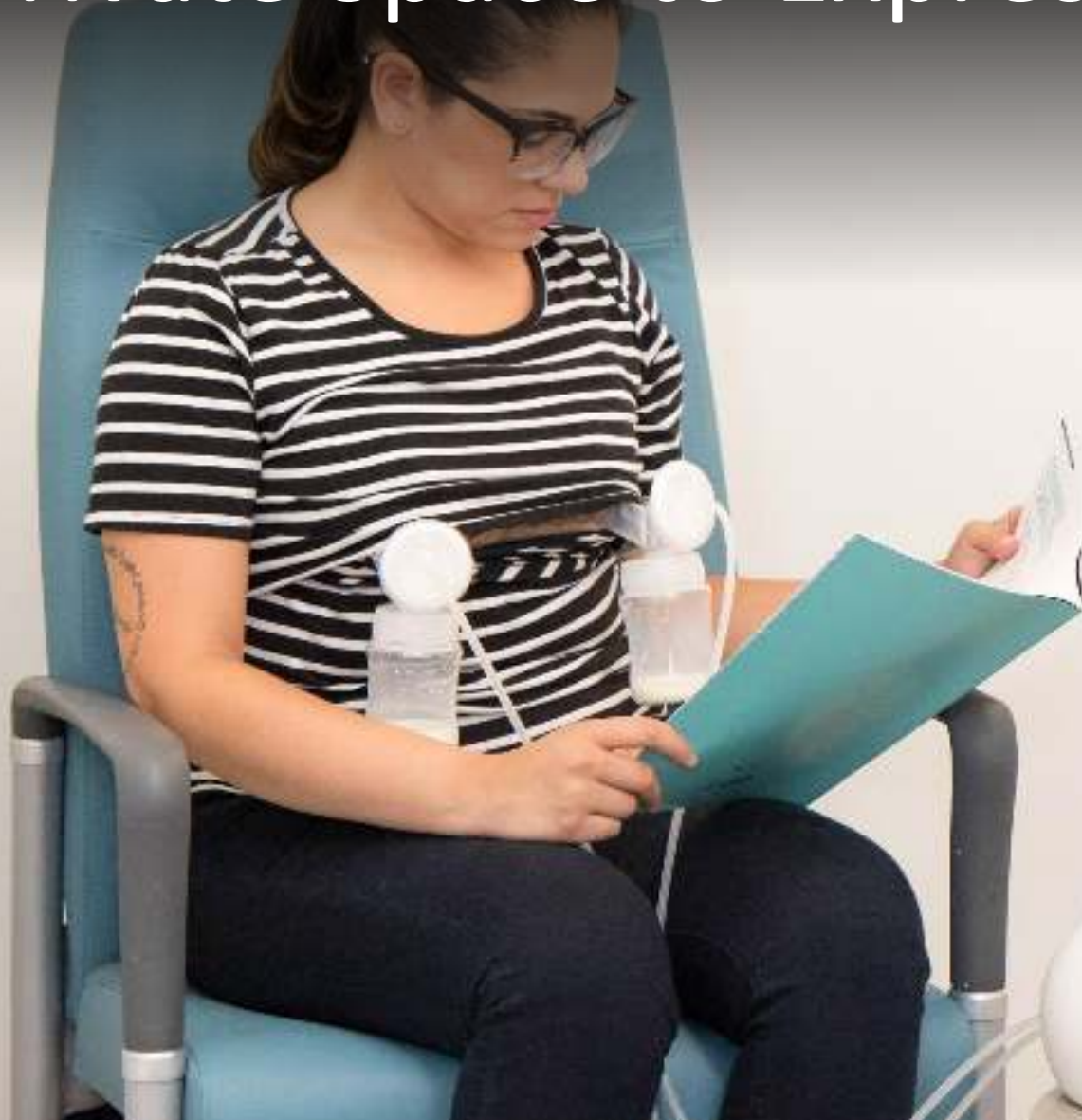
POLL #2

Federal Requirements for Supporting Lactating Employees

Reasonable Break Time



Private Space to Express Milk



Would YOU Eat Lunch Here?



Lower Healthcare Costs



\$2,146

Lower Absenteeism

One-day absences occur twice as often for employees whose babies are not breastfed.

Lower Turnover Rates

**U.S. retention
rate: 59%**

**Companies with lactation
programs: 94%**



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Improved Productivity and Loyalty



Other Benefits for Hospitals



Lactation *room* opens



Ruthie Robison

At Greenwood Leflore Hospital's new lactation room are, front row, from left, Christine Powell, Mississippi State Department of Health peer counselor; Melanie Williams, director of Home Visiting Initiatives for Delta Health Alliance; Dr. Melynda Noble, pediatric hospitalist; Kerri Grossman, child life coordinator; LaKendra Bush, one of the hospital's breastfeeding employees; and Cristina Latade, a breastfeeding mom holding daughter Adrielle Latade; back row, Dr. Edward Ehlinger, public health metaphysician with National Leadership Academy for Public Health; Tawanda Logan-Hurt, breastfeeding coordinator for Mississippi State Department of Health Northern Region; Dr. Kimberly N. Sanford of Greenwood OB/GYN Associates; and Chris Latade, father of a breastfed child.

Mississippi WINS



Hospital Engagement



Hospital Survey



Policy





Good News!

Impact of Baby-Friendly



POLL #3

Barriers to Lactation Support

Barriers



Communications





Practical Steps

1. Multidisciplinary Team



2. Identify Needs



3. Develop a Plan





Sample Policy: Employee Lactation Support in HOSPITALS

Policy Purpose and Scope

Recognizing the well-documented health advantages of breastfeeding for both infants and mothers, this hospital provides a supportive environment for breastfeeding employees to express their milk during work hours. No employee will be discriminated against for expressing milk¹ during the work period, and reasonable efforts will be made to assist employees in meeting their infant feeding goals while at work, while also assuring that we take good care of our patients and other customers each day.

This policy applies to all employees of the hospital and its wholly owned affiliates, regardless of their classification as exempt or nonexempt, and is included as part of new employee orientation training and family leave planning. This policy supports federal law requiring employers to provide reasonable time and space for breastfeeding employees to express milk during the work period.^{2]}

Reasonable Time

Hospital employees are provided reasonable time to breastfeed or express their milk during their work period, preferably during their normal breaks and mealtimes. Employees working 12-hour shifts may need to express milk more often than those working 8-hour shifts and should be accommodated accordingly. If additional break time is needed, employees should negotiate the extra time with their supervisor. Options might include using available PTO time, personal leave, unpaid time, or making up the time as negotiated with their supervisor or unit manager.

Space to Express Milk

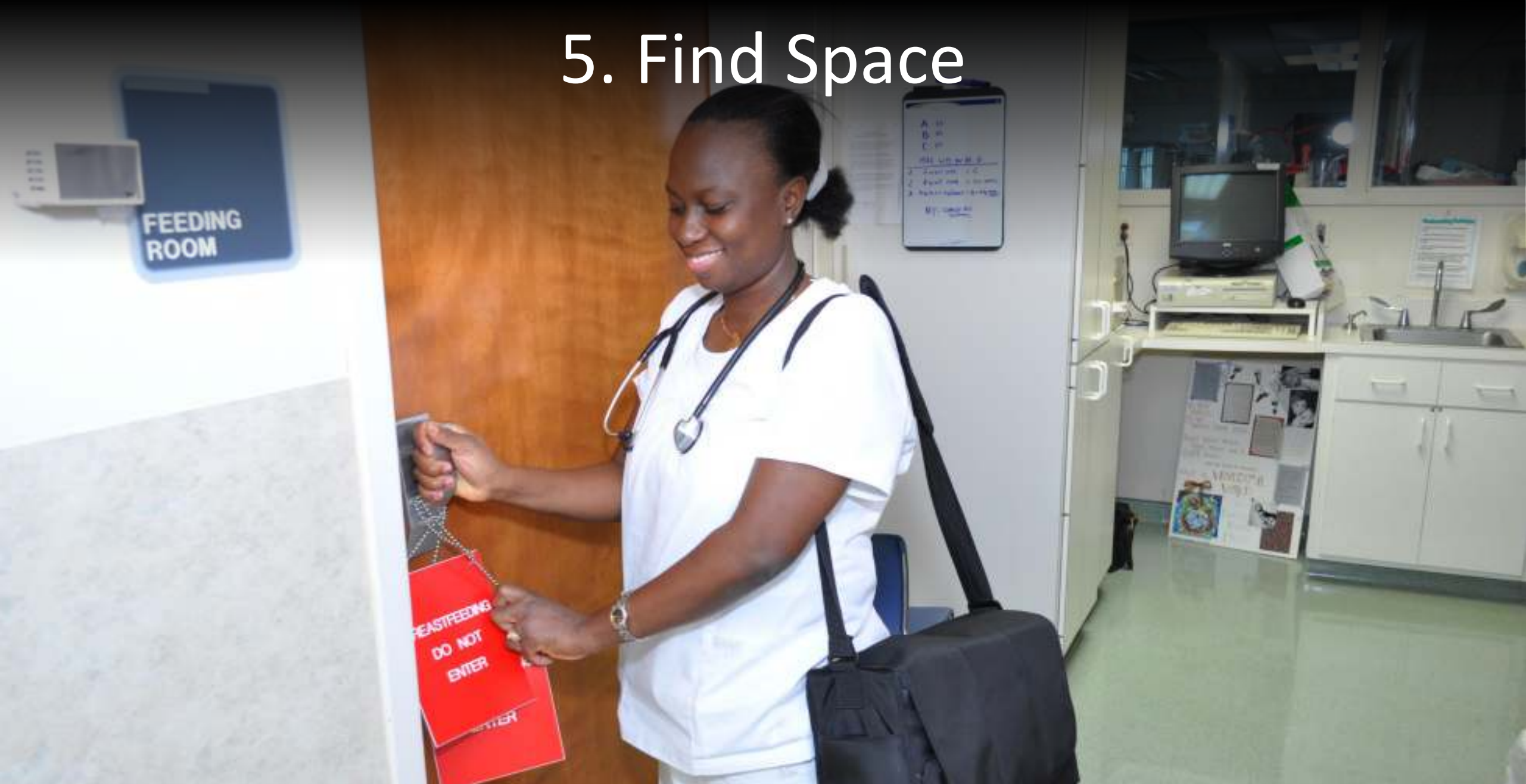
Hospital employees are provided a private place(s), other than a bathroom, that is shielded from view and free from intrusion from co-workers and the public, to express milk. Multiple spaces may be available depending on the size of the campus. The space(s) should be comfortable and sanitary. Space options can include dedicated lactation rooms or flexible options such as vacant patient rooms, vacant exam rooms, conference or consult rooms, or other comfortable locations determined to be private and sanitary. Employees may also use

4. Develop a Policy



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5. Find Space







Southwest MS Regional Medical Center





Lactation Pods





Staff Coverage



6. Promote and Educate



Employee Communication



7. Ongoing Feedback

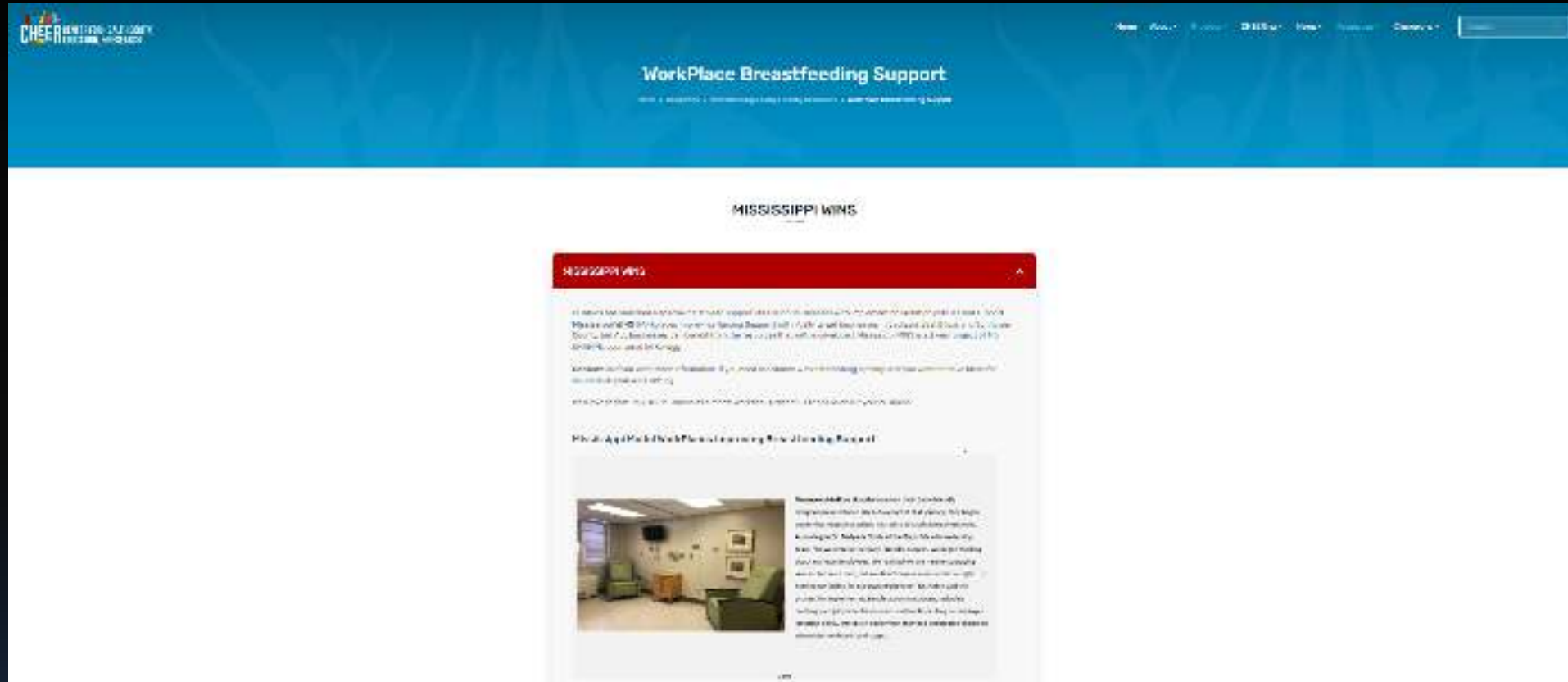
What worked? What didn't?

Was the space sufficient for milk expression?

What did you appreciate most?

What improvements do you suggest?

CHAMPS Support



<https://cheerequity.org/resources/breastfeeding-baby-friendly-resources/workplace-resources/>



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HHS Office on Women's Health

The screenshot shows the website for the HHS Office on Women's Health. At the top, there is a navigation bar with the OWH logo and the text "U.S. Department of Health & Human Services". Below the logo is a search bar and a "What can we help you find?" prompt. A navigation menu includes links for "Home", "Health and Wellness", "Diseases and Conditions", "Reproductive Health", "Pregnant, Parenting", and "About Us". The main content area is titled "Supporting Nursing Moms at Work" and features a large heading "Supporting Nursing Moms at Work". Below this, there is a paragraph of text and a list of "Top questions about supporting nursing moms at work". A sidebar on the left contains a "What the law says about breastfeeding and work" section with sub-links for "Break time and private space" and "Lactation break time and space in all industries". At the bottom left, there is a "Your Guide to Breastfeeding" section with a thumbnail image of a woman breastfeeding. At the bottom right, there are two columns of content: "What the law says" and "Break time and private space", each with a thumbnail image and a list of bullet points.

U.S. Department of Health & Human Services

OWH
OFFICE ON WOMEN'S HEALTH
womenshealth.gov

What can we help you find?

Call the OWH-HELP LINE 1-800-994-9662. Hours: 9 a.m. – 5 p.m. ET, Monday – Friday.
OWH and the OWH-HELP LINE do not see patients and are unable to: diagnose your medical condition; provide treatment; prescribe medication; or refer you to specialists. The OWH-HELP LINE is a resource line. The OWH-HELP LINE does not provide medical advice.
Please call 911 or go to the nearest emergency room if you are experiencing a medical emergency.

Home Health and Wellness Diseases and Conditions Reproductive Health Pregnant, Parenting About Us

Home > Supporting Nursing Moms at Work

Supporting Nursing Moms at Work

Women with children are the fastest-growing segment of the workforce. Balancing work and family is an important priority for all employees. Today, more than 80% of new mothers in the United States begin breastfeeding,¹ and 6 in every 10 new mothers are in the workforce.² Learn federal rules and requirements for employers about breastfeeding and lactation at work. See success stories from all types of industries, including restaurants, retail, manufacturing, and more.

Top questions about supporting nursing moms at work:

- What space recommendations do I have to provide nursing employees?
- How do I create a policy at work to support nursing employees?
- Our business is very small and has no extra space. How can we comply with the federal regulations?

What the law says

- What employers need to know
- What breastfeeding employees need to know

Break time and private space

- Time for breaks
- Location for breaks

Your Guide to Breastfeeding
This award-winning publication has become an essential and supportive resource for breastfeeding mothers.

womenshealth.gov/supporting-nursing-moms-work

Pumping at Work: How Medical Professionals Can Support Breastfeeding Patients

You can support your patients in continuing to breastfeed after returning to the workplace by helping them get what they need to express or "pump" breast milk during the workday. Many workers in the U.S. return to work relatively soon after childbirth, often due to economic necessity. Your patients may face obstacles that make it difficult to continue breastfeeding. Here's what you need to know to help.

1. Breastfeeding Employees Typically Need Accommodations at Work

Breaks: Breastfeeding workers who are away from their babies during the workday typically need to express milk using a breast pump 2-3 times during an 8-hour work period and 3-4 times during a 12-hour shift to maintain their milk production and avoid health complications. In addition to the 15-20 minutes it takes to express milk, most need additional time to walk to and from the pumping location, set up their pump, clean up, and store their milk. **Many work under circumstances where they do not have the flexibility to take breaks without permission,** and therefore must request an accommodation to take regular pumping breaks.

Space: Employees who are breastfeeding require private space that is free from intrusion where they can relax and pump. **Most do not have an office with a door and require special permission to use a private pumping space,** like a lactation room, a vacant office, a conference room, or a supply room. Managers may not understand that breast milk is food that should not be prepared in a bathroom.

Other Accommodations: Pumping at work may also be made easier by employers providing a chair, a flat space like a table, electrical outlets, running water, and access to a refrigerator or permission to store a small cooler. There may be circumstances where other accommodations are needed because workplace conditions pose a risk, such as exposure to harmful substances or the need to wear restrictive safety equipment that may be incompatible with breastfeeding. In these unique circumstances, more substantial accommodations like job restructuring or temporary reassignment may be needed.

2. Employers May Be Legally Required to Provide Lactation Accommodations

Three sources of law may entitle breastfeeding employees to lactation accommodations at work:

Break Time for Nursing Mothers Law: Provision of the Affordable Care Act that requires employers to provide reasonable break time for employees to express breast milk as needed throughout the workday, as well as a pumping space that is shielded from view, free from intrusion, and not a bathroom. This law protects only employees who are entitled to receive overtime compensation under federal law and only during the first year after the baby's birth.

Pregnancy Discrimination Act: Federal law requires employers to treat employees who are breastfeeding as well as they treat non-nursing employees, including in the provision of workplace accommodations. Employers are also prohibited from using workplace policies that harm women as a group unless there is no feasible alternative. This means that employers generally should not be permitted to force workers onto unpaid leave because they are breastfeeding, but should instead provide them with on-the-job accommodations. Breastfeeding employees must have the same freedom to address lactation-related

Guide for Healthcare Professionals

<https://www.pregnantatwork.org/wp-content/uploads/Breastfeeding-Workplace-Guide-for-Healthcare-providers.pdf>

A Better Balance



abetterbalance.org/our-campaigns/breastfeeding-while-working/

Open Website

CDC Guidance during COVID-19

The screenshot displays the CDC website's interface for COVID-19 guidance. At the top, the CDC logo and name are visible, along with a search bar and a dropdown menu set to 'COVID-19'. Below this is a teal banner with the text 'Coronavirus Disease 2019 (COVID-19)' and a row of images of people wearing face masks, with the slogan 'WEAR A MASK. PROTECT OTHERS.' underneath. A navigation menu includes 'Your Health', 'Community, Work & School', 'Healthcare Workers & Care', 'Multi-Steps', 'COVID-19 Data', and 'More'. The main content area is titled 'Businesses and Workplaces: Plan, Prepare, and Respond', updated on September 2, 2020. It features a sidebar with categories like 'Health Equity', 'Community Mitigation Framework', 'Cleaning & Disinfecting', and 'Businesses & Workplaces'. The 'Businesses & Workplaces' section is expanded, showing sub-topics such as 'Guidance for Businesses & Employees', 'Testing in Non-Healthcare Settings', 'Contact Tracing in Non-Healthcare Settings', 'Employee Return to Work (Plus Buildings)', 'Considerations for Outdoor Events Markets', and 'Considerations for Mass Gatherings'. The main content area includes a 'Prevention in the Workplace' section with two primary cards: 'For Employers and Businesses' (Guidance and strategies to help prevent workplace transmission of COVID-19) and 'Employees Returning to Work' (For employees considering or preparing for a return to the workplace). Below these are links for 'Cleaning and disinfecting guidance' and 'General business FAQs'. Social media sharing icons for Facebook, Twitter, LinkedIn, YouTube, and Email are also present.

<https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html>

Considerations for Safe Worksite Lactation Spaces During the COVID-19 Pandemic

Breastfeeding Matters!

- Breastfeeding remains important for infants during the COVID-19 pandemic. It is the best source of nutrition for most infants and provides anti-infective properties to protect against many illnesses and diseases.¹
- Breastfeeding can help mitigate some of the health disparities among vulnerable infants and children. Suboptimal breastfeeding poses a greater burden of disease among African American and Hispanic populations.²
- It is currently believed that mothers do not transmit the SARS-CoV-2 virus to their infants through breastfeeding. However, mothers should take precautions to avoid spreading the virus to her infant (e.g., handwashing and wearing a face covering).
- Current studies show that breastmilk does not appear to contain the active SARS-CoV-2 virus.^{3,4}

General Workplace Safety Considerations⁵

- Inspect facility ventilation systems and update or improve as needed.
 - If a designated milk expression area is located in a closet or storage area, ensure that the space is well-ventilated, especially if used by more than one employee.
- Employees should wear masks and maintain social distancing in the workplace.
 - If multi-user milk expression areas are available, ensure appropriate distancing between users with appropriate barriers as needed.
 - Consider cleaning milk expression areas used by more than one employee more often.
- Employees should wash hands frequently or use hand sanitizer that is at least 60% alcohol. Consider touchless hand sanitizing stations.
 - When constructing a new milk expression area, consider a location that is along the plumbing line in the facility to install a sink. Breastfeeding employees can use this to wash their hands before and after expressing milk.
 - Include hand sanitizer and anti-bacterial wipes in all milk expression areas.
 - Encourage employees to wash hands before and after pumping or handling their milk.
 - Allow sufficient break time for employees to wash their hands and clean pump parts.
- Limit using office spaces of others where possible.
 - Consider other locations for expressing milk if the company's lactation accommodations call for asking employees to express in the office(s) of other workers. Consider a safer alternative, such as an unused office, a well-ventilated storage room, or a space sectioned off with appropriate barriers.
- Avoid group events and opt for virtual meetings.
 - Consider virtual "back to work" classes or support group meetings for new parents and their childcare providers.

Ohio Department of Health

<https://odh.ohio.gov/breastfeeding>



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