



Workplaces Improving Nursing Support

Resources for Workplace Lactation Support

Webinar Presenter:

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Webinar Sponsor:

Center for Health Equity, Education and Research (CHEER)

<https://cheerequity.org/>

Mississippi Resources

- CHEER Equity worksite resources and TOOLKIT: <https://cheerequity.org/resources/breastfeeding-baby-friendly-resources/workplace-resources/>
- CHEER free archived webinars : <https://cheerequity.org/resources/breastfeeding-baby-friendly-resources/>
- Mississippi Breastfeeding Coalition: <https://www.msbfc.org>
- Mississippi State Department of Health WIC Program: <https://msdh.ms.gov/page/41,0,128.html>

U.S. Department of Labor/Wage and Hour Division

- FLSA Protections to Pump at Work: <https://www.dol.gov/agencies/whd/pump-at-work>
- Fact Sheet #73 - FLSA Protections for Employees to Pump Breast Milk at Work: <https://www.dol.gov/agencies/whd/fact-sheets/73-flsa-break-time-nursing-mothers>
- Frequently Asked Questions - Pumping Breastmilk at Work: <https://www.dol.gov/agencies/whd/nursing-mothers/faq>

Other Related Laws

- EEOC - *Pregnant Workers Fairness Act* - [https://www.eeoc.gov/wysk/what-you-should-know-about-pregnant-workers-fairness-act#:~:text=The%20Pregnant%20Workers%20Fairness%20Act%20\(PWFA\)%20is%20a%20new%20law,employer%20an%20E2%80%9Cundue%20hardship.%E2%80%9D](https://www.eeoc.gov/wysk/what-you-should-know-about-pregnant-workers-fairness-act#:~:text=The%20Pregnant%20Workers%20Fairness%20Act%20(PWFA)%20is%20a%20new%20law,employer%20an%20E2%80%9Cundue%20hardship.%E2%80%9D)

- A Better Balance - *Pregnant Workers Fairness Act* - <https://www.abetterbalance.org/resources/pregnant-workers-fairness-act-explainer/>
- National Conference of State Legislatures - *Breastfeeding State Laws* - <https://www.ncsl.org/health/breastfeeding-state-laws>
- U.S. Breastfeeding Committee - *FAM (Friendly Airports for Mothers) Act* - <https://www.usbreastfeeding.org/breastfeeding-traveler-information.html>

Resources for **Employers**

- Business Case for Breastfeeding: <https://www.womenshealth.gov/breastfeeding/breastfeeding-home-work-and-public/breastfeeding-and-going-back-work/business-case>
- Center for Work Life Law - *PUMP Act Explained* - <https://worklifelaw.org/wp-content/uploads/2023/01/PUMP-Act-Explainer.pdf>
- HHS Office on Women’s Health - *Employer Solutions* VIDEOS and Industry Solution Sheets - <https://www.womenshealth.gov/supporting-nursing-moms-work/resources>
- HHS Office on Women’s Health - *Supporting Nursing Moms at Work* - <https://www.womenshealth.gov/supporting-nursing-moms-work>
- International Breastfeeding Symbol - <https://universalbreastfeedingsymbol.com/>
- Surgeon General’s *Call to Action to Support Breastfeeding* - <https://www.cdc.gov/breastfeeding/resources/calltoaction.htm>
- United States Breastfeeding Committee - *Online Workplace Guide* - <https://www.usbreastfeeding.org/workplace-law-guide.html>
- United States Breastfeeding Committee - *PUMP Act* - <https://www.usbreastfeeding.org/pump-act.html#:~:text=%E2%80%8BThe%20PUMP%20for%20Nursing,workers%2C%20including%20teachers%20and%20nurses>

Resources for **Employees**

- A Better Balance - knowing your rights under the PUMP Act and the Pregnant Workers Fairness Act - <https://www.abetterbalance.org/know-your-rights/>
- A Better Balance - Resources for Talking with Your Boss - <https://www.abetterbalance.org/resources/state-laws-for-nursing-mothers-at-work/>
- Center for Work Life Law’s *Free* Legal Hotline - <https://pregnantatwork.org/gethelp/>
 - Email: hotline@worklifelaw.org
 - Phone: (415) 703-8276
- Find a Lactation Consultant (International Lactation Consultant Association) - https://portal.ilca.org/i4a/memberDirectory/index.cfm?directory_id=19&pageID=4356
- Ohio Department of Health Worksite Resources for Employees - <https://odh.ohio.gov/know-our-programs/breastfeeding/worksites> (including sample letter from healthcare providers (<https://odh.ohio.gov/know-our-programs/women-infants-children/media/lactation-support-outreach-guide>) *My Lactation and WORK Plan*, *Return to Work Checklist*, and other resources)
- USDA Food and Nutrition Service - *Breastfed Babies Welcome Here* - <https://www.fns.usda.gov/tn/breastfed-babies-welcome-here>

- USDA and CDC - *Human Milk Storage Guidelines* - https://www.cdc.gov/breastfeeding/recommendations/handling_breastmilk.htm

Resources for **Breastfeeding Advocates**

- Ohio Department of Health Advocacy Guide: <https://protect-us.mimecast.com/s/NzLvCL9Dnyur1EW0UqToYw?domain=odh.ohio.gov>
- Online Workplace Guide: <https://www.womenshealth.gov/breastfeeding/breastfeeding-home-work-and-public/breastfeeding-and-going-back-work/business-case>
- PUMP Act Implementation Resources: <https://www.usbreastfeeding.org/pump-act-implementation-resources.html>

Sample Language for Approaching Supervisors:

“It is important to me to be a good employee and continue contributing to making this a great place to work. It is also important to me to breastfeed my baby. In fact, my doctor has urged me to continue breastfeeding for my child’s health and for my own health. I’m going to need your help to make that happen, and I have a few ideas we could talk about.”