

# Breastfeeding Works

**A Program for  
Missoula Area Employers**

*Employers,  
give a breastfeeding mom your  
loving support!*

*Breastfeeding  
Support  
Program*



**The Missoula City-County Health Department  
Community Medical Center  
The Missoula Breastfeeding Coalition**



**MOVE Missoula: Helping make the healthy choice, the  
easy choice, for mothers, infants and employers.**



## Why “Breastfeeding Works”

**Breastfeeding of infants is a health and medical decision** for both the mother and her baby. Duration of breastfeeding is directly related to significant health gain, obesity reduction and cost savings to the family and to the broader society.

**The list of advantages** is quite amazing. It includes decreased risk for diarrhea, ear infections, asthma, respiratory infections, botulism, urinary tract infections, leukemia, autoimmune thyroid disease, and multiple sclerosis, Sudden Infant Death Syndrome, insulin-dependent diabetes, Crohn’s disease, ulcerative colitis, lymphoma, allergic disease, and other chronic digestive diseases. Breast feeding increases school performance. Breast milk is the ideal nutrition for infants and breast milk alone is the only food infants need for growth and development for the first six months of life.

**In addition to the benefits to babies, breastfeeding benefits the mother as well.** It can help mothers lose weight faster. It can reduce the risk of osteoporosis and some forms of breast and ovarian cancer, and can help the uterus return to its normal size more quickly. These benefits result in significant reduction in health care costs for society.

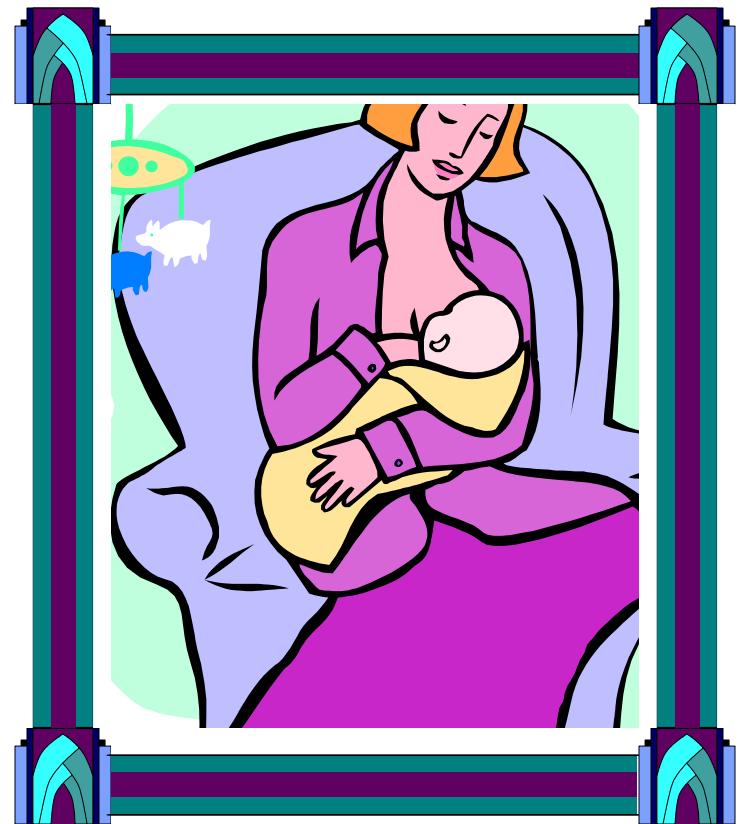
**Many women initiate breastfeeding,** but quit by the time the infant is two weeks old. Difficulties with breastfeeding, lack of support from the family, the community and the workplace are known to reduce the duration of breastfeeding. Women with infants and children below age three are the fastest growing segment of today’s labor force. At least 50% of women who are employed when they become pregnant return to the labor force by the time their child is three months old.

**Employers’ policies and practices** that support nursing mothers can make the difference between continued successful breastfeeding and premature or unwanted weaning.



# Shhh..

# Baby is nursing



# Sample door sign

## **Reference List for Employers & Moms**

American Academy of Pediatrics [www.aap.org](http://www.aap.org)

American College of Nurse-Midwives [www.getmom.org](http://www.getmom.org)

Breast Feeding Basics [www.breastfeedingbasics.org](http://www.breastfeedingbasics.org)

Breast-Feeding and Bottle-Feeding [www.kidshealth.org/](http://www.kidshealth.org/)

Can Breastfeeding Prevent Illness?  
[www.la lecheleague.org/FAQ/prevention.html](http://www.la lecheleague.org/FAQ/prevention.html)

Got Mom? [www.gotmom.org/](http://www.gotmom.org/)

Lactation Institute [www.lactationinstitute.org](http://www.lactationinstitute.org)

Missoula LaLeche League [www.la lecheleague.org](http://www.la lecheleague.org)  
Erin Reagan (IBCLC) 549-1779

The National Women's Health Information Center  
Phone: 1-800-994-WOMEN (9662) [www.4women.gov](http://www.4women.gov)

Nursing Mothers Counsel [www.nursingmothers.org](http://www.nursingmothers.org)

What are the Advantages of Nursing My Baby?  
[www.la lecheleague.org/FAQ/advantages.html](http://www.la lecheleague.org/FAQ/advantages.html)

Why Should I Nurse My Baby? Pamela Wiggins.  
L.A. Publishing Company, Franklin VA. 2001.



## **Employer Benefits**

In addition to the benefits for the mother and child, there are important reasons for employers to work to accommodate the needs of nursing mothers in the workplace. Some of the benefits to employers may include:

- Minimized healthcare costs
- Fewer days lost from work due to infant and mother illness.

*Breast fed children are healthier than formula fed children.*

- Increased employee satisfaction leading to:
- decreased absenteeism
- high company loyalty
- high employee morale
- enhanced productivity.

*Breastfeeding friendly policies can be used as an enticing recruitment incentive*

- Enhanced corporate image in the community for supporting the health of mothers and infants.



## **Sample Text of a workplace policy**

[Company name] is committed to providing a work environment in which all individuals are treated with respect and dignity. We acknowledge the challenges of balancing work and family, and recognize that job quality and support are powerful predictors of success.

This workplace recognizes that breastfeeding is the most healthful, natural and economic method of infant nutrition. Women choose to breastfeed their children as a means of promoting the health of both mother and child. [Company name] is committed to supporting its employees who choose to breastfeed. To assist employees to balance work and family, we have implemented a workplace lactation policy which includes the following:

Breastfeeding employees shall be allowed a flexible schedule for nursing or pumping. The time allowed will not exceed the normal time allowed for lunch and breaks. For time above and beyond normal lunch and breaks, sick/annual leave may be used, or a flex schedule implemented. For example, the employee can come in earlier, leave later, or take a shorter lunch with supervisor approval. Arrangements for this can be negotiated between the mother and her supervisor.

A private area that is clean and quiet with a comfortable chair will be made available for nursing or expressing milk.

The area will be a private room (not a bathroom stall) for mothers to nurse their infant when brought in during lunch or breaks; or to express milk using a breast pump.

The room will have accessible electrical outlets for an electric breast pump and if possible, a sink for hand washing and rinsing out breast pump parts.

The room will contain a comfortable chair with arms for nursing and a table or desk for pumping.

## **Sample Paycheck Messages**

*Adding one of the messages below to paycheck stubs is an easy way to let employees know that you accommodate breastfeeding employees!*

If you are working and breastfeeding your child, we provide a private space and adequate time for expressing milk at work. Please see your supervisor for information.

**“We accommodate the needs of breastfeeding employees!”**

***Breastfeeding Works! Gift that Lasts a Lifetime***  
If you are pregnant or nursing, talk to your supervisor about how we can help you to continue to nurse after returning to work.

We support employees who choose to breastfeed their infants after returning to work by providing a private space and adequate time to express milk at work.

