NC Office of State Human Resources
Lactation Policy Training for HR Managers and Supervisors
Objectives

- The participant shall:
  - Increase knowledge of the July 2010 OSHR Lactation Policy
  - Identify at least three benefits to employers for supporting breastfeeding in the workplace
  - State three benefits to the breastfeeding employee
  - Identify ways to implement the requirements of the NC OSHR Lactation Policy for state employees
Lactation Policy effective July 1, 2010

“It is the policy of North Carolina State Government to assist working mothers with the transition back to work following the birth of a child by providing lactation support. A lactation support program allows a nursing mother to express breast milk periodically during the work day”
Responsibilities

- Office of State Human Resources
- Agency
- Employee
Lactation Policy
State Personnel Manual, Section 8

- Office of State Human Resources Responsibilities
  - Designate a program coordinator to assist agencies with questions regarding this policy
Agency Responsibilities

- State agencies shall provide **space**, privacy and time for nursing mothers to express breast milk
  - **Designated Space**
    - Private
    - Not a restroom
    - Door that can be secured/locked
    - Adequate lighting and seating
    - Electrical outlet
Lactation Policy State Personnel Manual, Section 8

- Space–Advisory Note
  - When identifying a designated space consider:
    - Proximity to the employees’ work area
    - Distance of the space to a source of running water
Agency Responsibilities

- State agencies shall provide space, privacy and **time** for nursing mothers to express breast milk

  **Time**
  - Employee may use paid break time to express milk
  - Reasonable efforts to allow employees to use paid leave or unpaid time if necessary
Lactation Policy
State Personnel Manual, Section 8

- Employee Responsibility
  - Storage: the employee will be responsible for storage of expressed breast milk
Why Should We Support Breastfeeding?

- Support breastfeeding is a WIN–WIN for companies and employees (HRSA)
  - Lower absenteeism rates
  - Lower health care costs
  - Lower turnover rates
  - Higher employee satisfaction
    - Increased productivity and morale
    - Higher loyalty
  - Recognition as a “family friendly” business
    - Recruitment and retention
Experts Agree....

- US Surgeon General
- American Academy of Pediatrics (AAP)
- American Academy of Family Physicians (AAFP)
- American College of Obstetrics and Gynecology (ACOG)
- American Dietetic Association (ADA)
- Association of Women’s Health, Obstetric, and Neonatal Nurses (AWHONN)
Breastfeeding is the normal way to feed a baby
Recommendations

Breastfeeding is best for babies

- Exclusively breastfeeding for the first 6 months of life
- Gradually add complementary solids after 6 months of age
- Continue breastfeeding for at least one year
  - And as long as mutually desired for mom and baby
  - The World Health Organization (WHO) recommends breastfeeding for at least 2 years
Women in the Work Force

- Nearly 60% of women are in the work force; of these, 62% are of childbearing age
- Women comprise nearly half of the U.S. labor force
- Women with children are the fastest growing segment of the work force
  - Over 70% of women with children are in the work force
Women in the Work Force

- **With Children**: 70.6, 70.1, 66.6, 60.5, 63, 62, 71, 60.2
- **Children Under Age 6**: 63, 62, 52, 59.9, 59.3
- **Children Under Age 3**: 56.8, 48.1

**Groups**:
- All Women
- Caucasian
- African American
- Asian
- Hispanic
# North Carolina Breastfeeding Rates
## 2009 CDC Report Card

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<thead>
<tr>
<th>Healthy People 2010 Goal</th>
<th>Nation %</th>
<th>North Carolina %</th>
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<tbody>
<tr>
<td>“Ever” Breastfed</td>
<td>75%</td>
<td>74</td>
</tr>
<tr>
<td>Breastfed 6 mo</td>
<td>50%</td>
<td>44</td>
</tr>
<tr>
<td>Breastfed 12 mo</td>
<td>25%</td>
<td>23</td>
</tr>
<tr>
<td>Exclusivity for 3 mo</td>
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<td>34</td>
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<td>17%</td>
<td>14</td>
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Values for Nation and North Carolina have been rounded

Based on 2006 National Immunization Survey (NIS) Final Data

Data Source available at: [http://www.cdc.gov/breastfeeding](http://www.cdc.gov/breastfeeding)
# North Carolina Breastfeeding Rates 2010 CDC Report Card

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Based on 2007 National Immunization Survey (NIS) Provisional Data.
Data Source available at: [http://www.cdc.gov/breastfeeding](http://www.cdc.gov/breastfeeding)
Breastfeeding initiation is high, but duration and exclusivity rates are low in North Carolina. There is a rapid decline in breastfeeding when women return to work or school. Family-friendly policies assist in providing the support women need to meet their breastfeeding goals.
Impact of Employment on Breastfeeding

- Full-time employment shortens breastfeeding duration (Fein and Roe 1998)
- Most women wean before end of first month back at work (Cardenas 2005)
- Full-time employment an economic necessity for many (Galtry 1997)
Health Implications for Babies

- NOT breastfeeding increases risk of:
  - Obesity
  - Ear infections
  - Respiratory infections
  - Gastrointestinal infections
  - Skin conditions
  - Type 1 and Type 2 diabetes
  - Leukemia
  - Sudden Infant Death Syndrome

(AHRQ 2007)
Increased Risks for Babies of Employed Mothers

- Infants in child care centers are at 69% increased risk of hospitalization for respiratory infection (Kamper 2006)
- Being in a child care setting doubles odds of needing antibiotics by age 1.5–5 years (Dubois 2005)
- Exclusive breastfeeding at least 4 months had protective effect for 2.5 years
- Among infants of employed mothers who were never sick during the first year, 86% were breastfed (Cohen 1994)
Health Implications for Employed Mothers

- Mothers who do NOT breastfeed have a higher risk of:
  - Premenopausal breast cancer
  - Ovarian cancer
  - Type 2 diabetes
    *(AHRQ 2007)*

- Breastfeeding mothers:
  - Recover from pregnancy faster
  - Enjoy a delayed menses

- Healthier employees are more productive
Support in the Workplace

- Maternity leave
- Flexible return to work options
- Onsite child care
- Private areas to breastfeed or express milk
- Managerial support

Photo credit: Centers for Disease Control and Prevention
Easy Ways to Support Breastfeeding Employees

- Time and space to express milk regularly
- Support from managers, supervisors, and colleagues
- Information on how to successfully combine breastfeeding with employment
- Access to health professionals who can assist with breastfeeding questions and concerns
Milk Storage Options

- Many personal use pumps come with a bag/cooler for milk storage
- The employee may supply her own cooler
- Office may choose to provide a small college dorm room sized refrigerator located in the designated lactation space
- A public shared refrigerator could be used if desired by employees and co-workers
Time to Express milk

Suggested Time Needed
- Two to three 15–20 minute breaks during a typical 8 hour work period (plus travel time to the designated lactation space)

Options
- Use regular allotted breaks and lunch period
- Allow flex time
- If excess time is needed it should be negotiated between supervisor and employee
Resources

Eat Smart North Carolina: Businesses Leading the Way in Support of Breastfeeding

North Carolina Breastfeeding Coalition
- Trained “Business Outreach Workers”
- Referral source for local health care experts and breastfeeding support
- http://www.ncbfc.org

HRSA Business Case for Breastfeeding
- Employee/Employer materials
References

- Health Resources and Services Administration. *Implementing The Business Case for Breastfeeding in Your Community.* 2008
Contact Information

- For additional information related to the North Carolina Office of State Human Resources Lactation Policy please contact Charlene Shabazz at:
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  - charlene.shabazz@nc.gov