

# Making it Work: Supporting Nursing Moms at Work

Cathy Carothers, IBCLC, FILCA  
Every Mother, Inc.

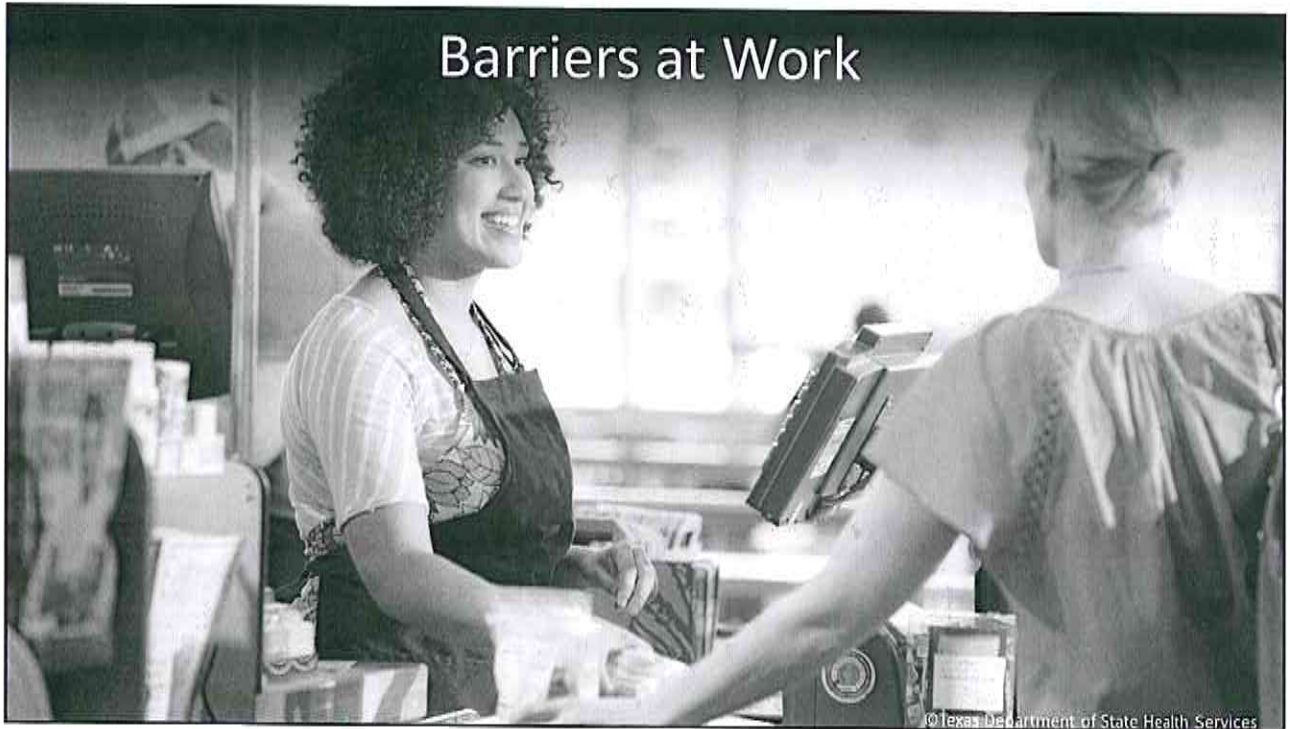
## Disclosures

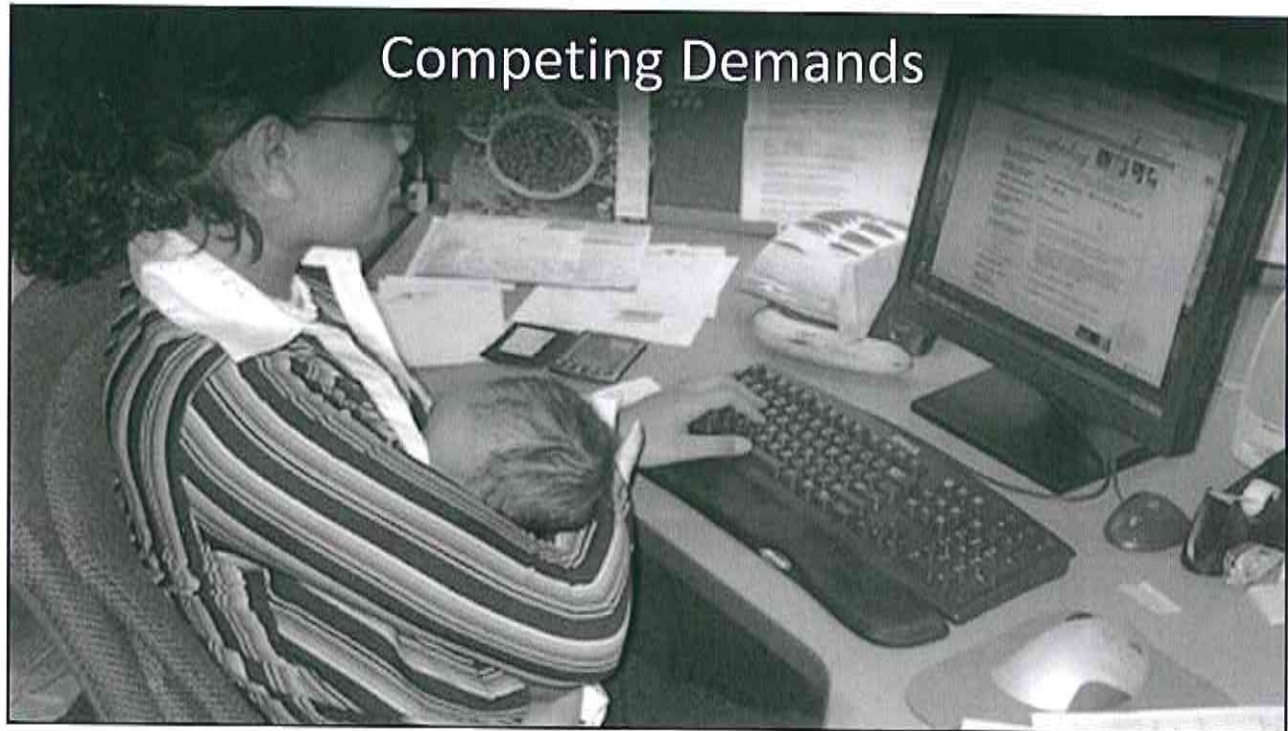
HHS Office on Women's Health  
HHS Maternal Child Health Bureau

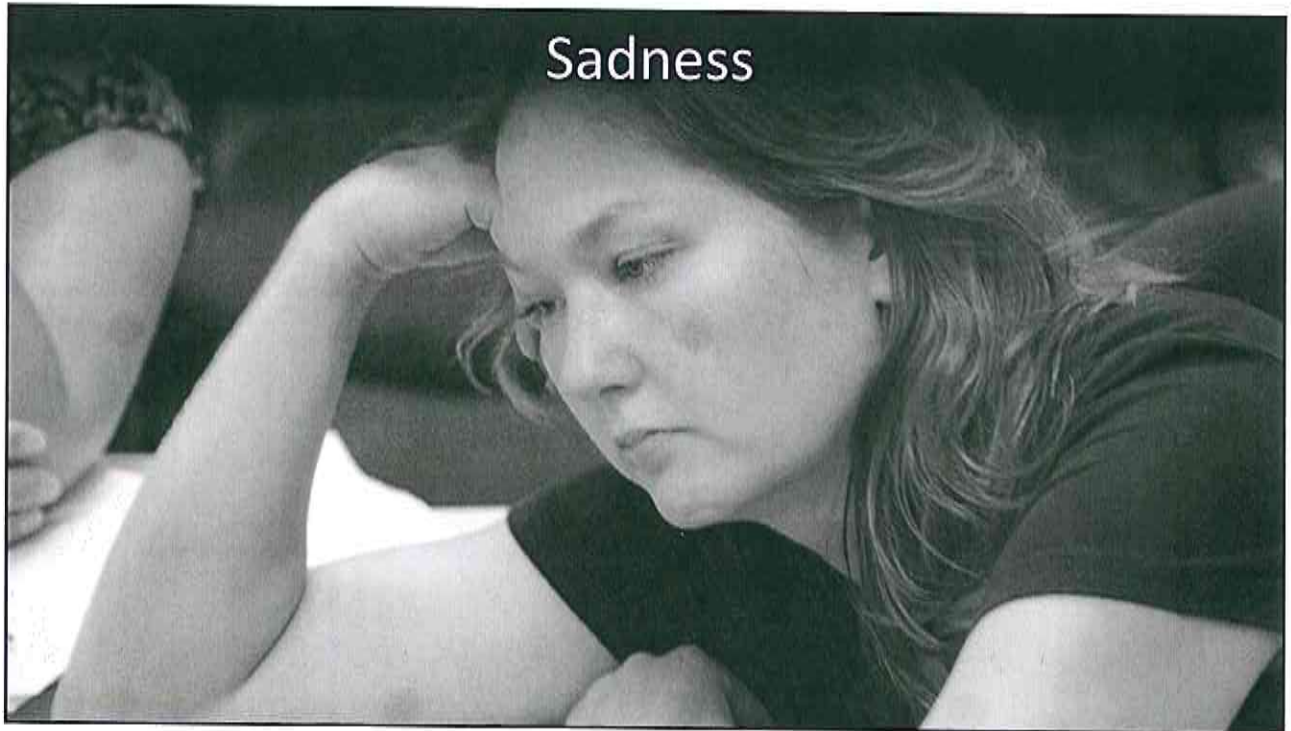
# First Job?



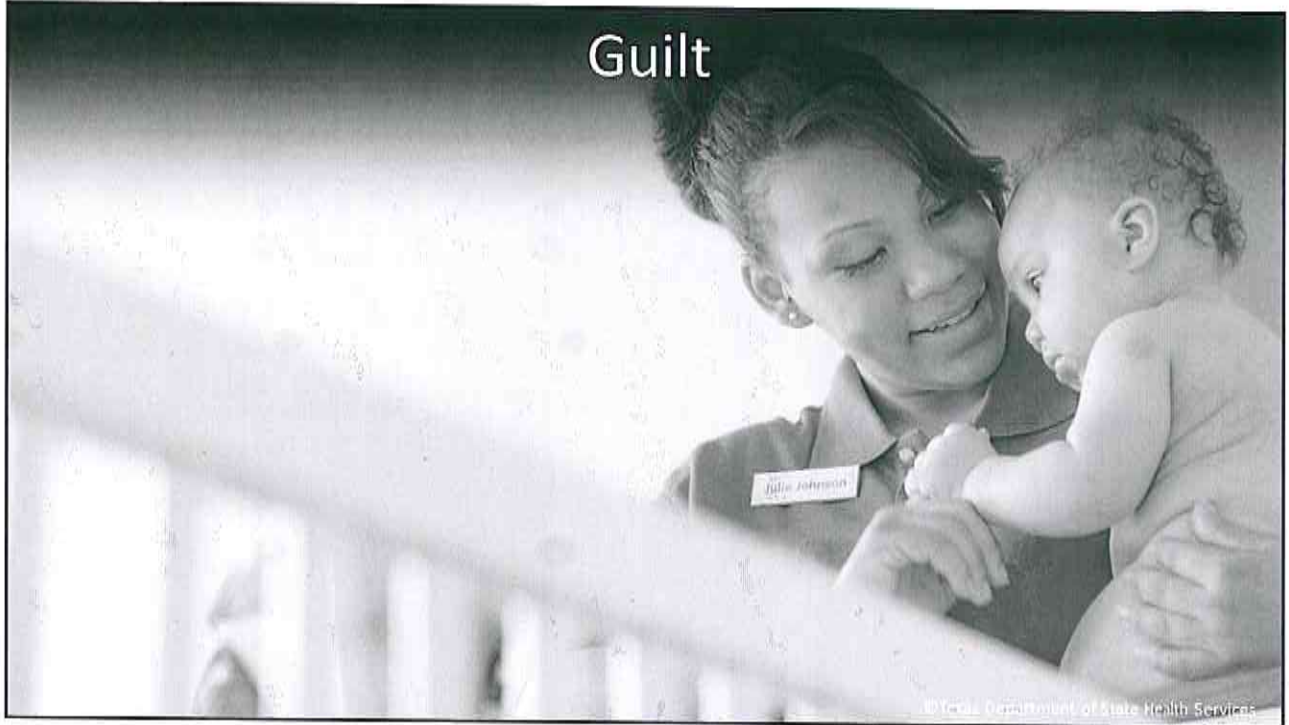
# Barriers at Work







## Guilt



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## Non-Office Settings

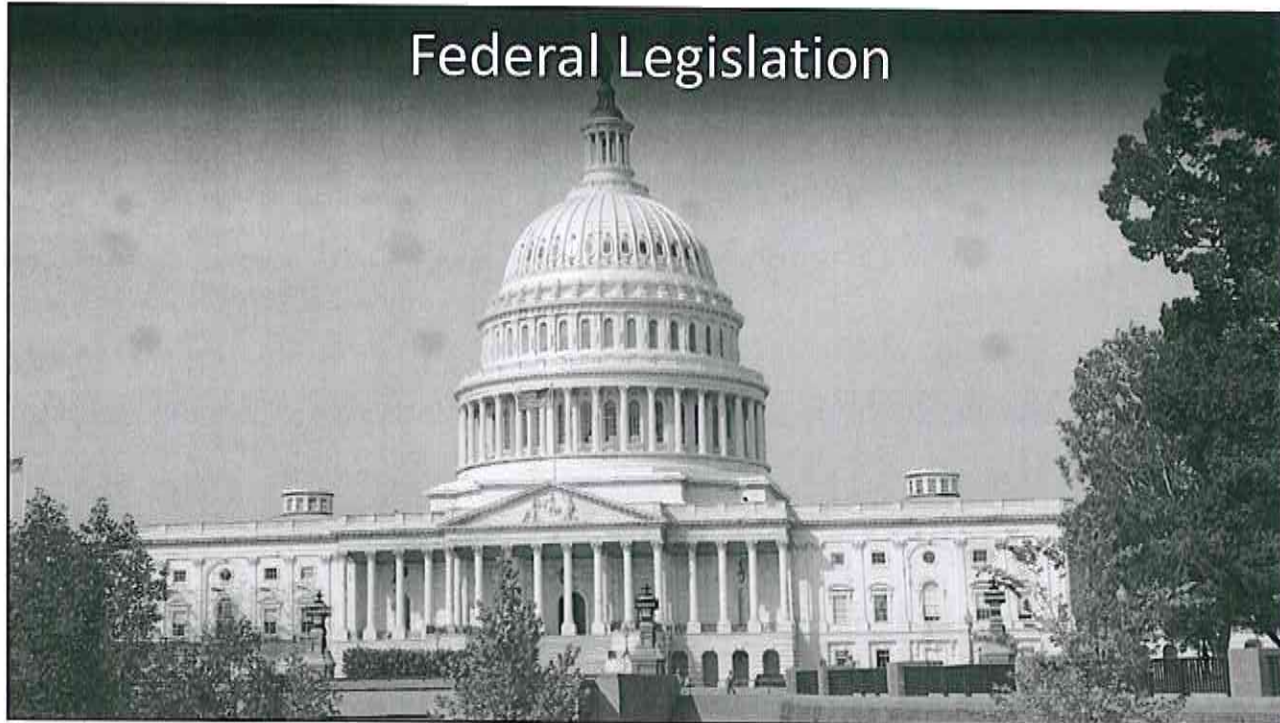


## Lack of Autonomy

Job Reality	Low-Wage Earners	Middle Income Workers
Can Take Off to care for Sick Child	24%	54%
Have a say in when to take breaks	33%	57%
Have a say in the start/quitting time	12%	26%

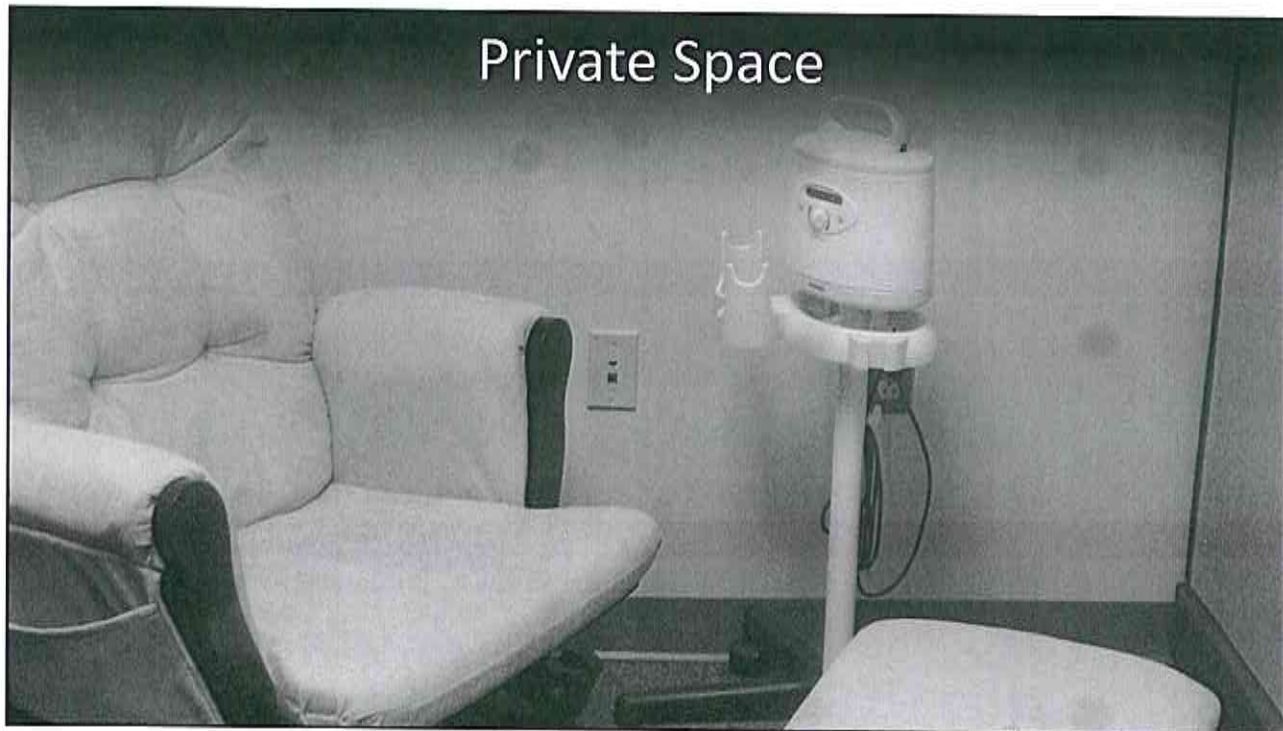
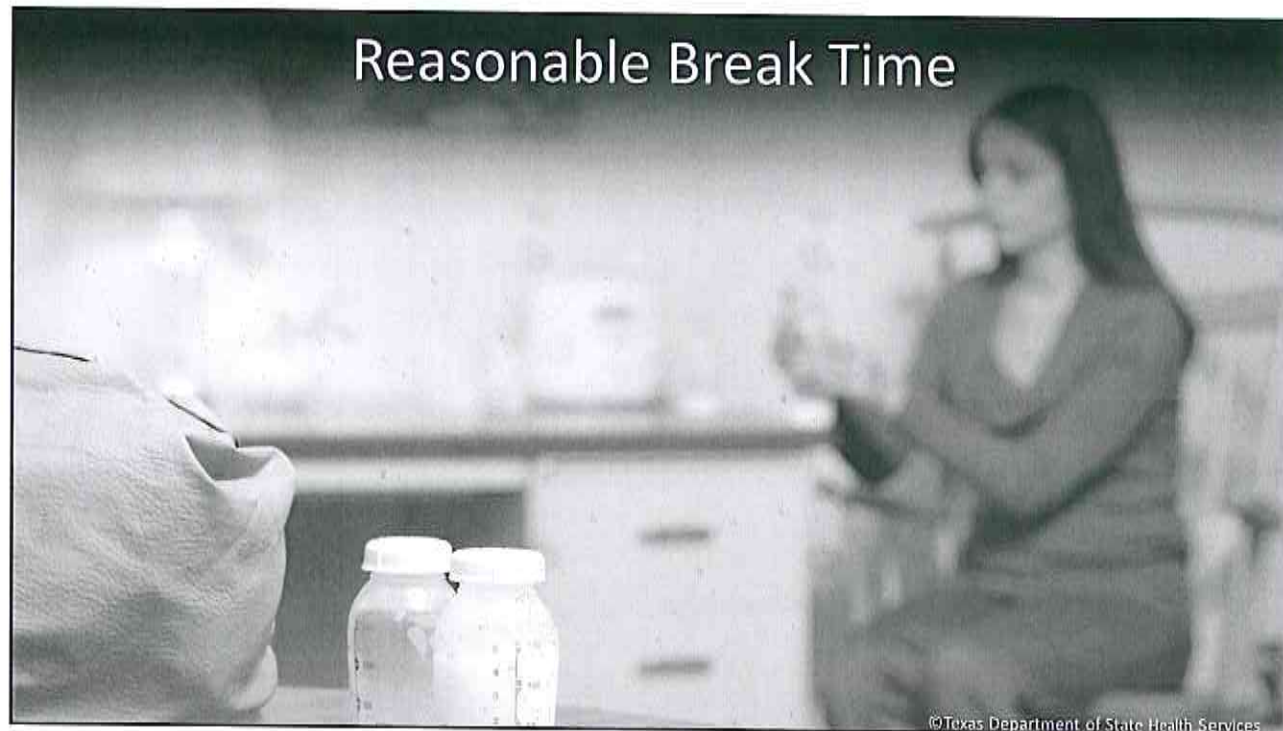


## Federal Legislation

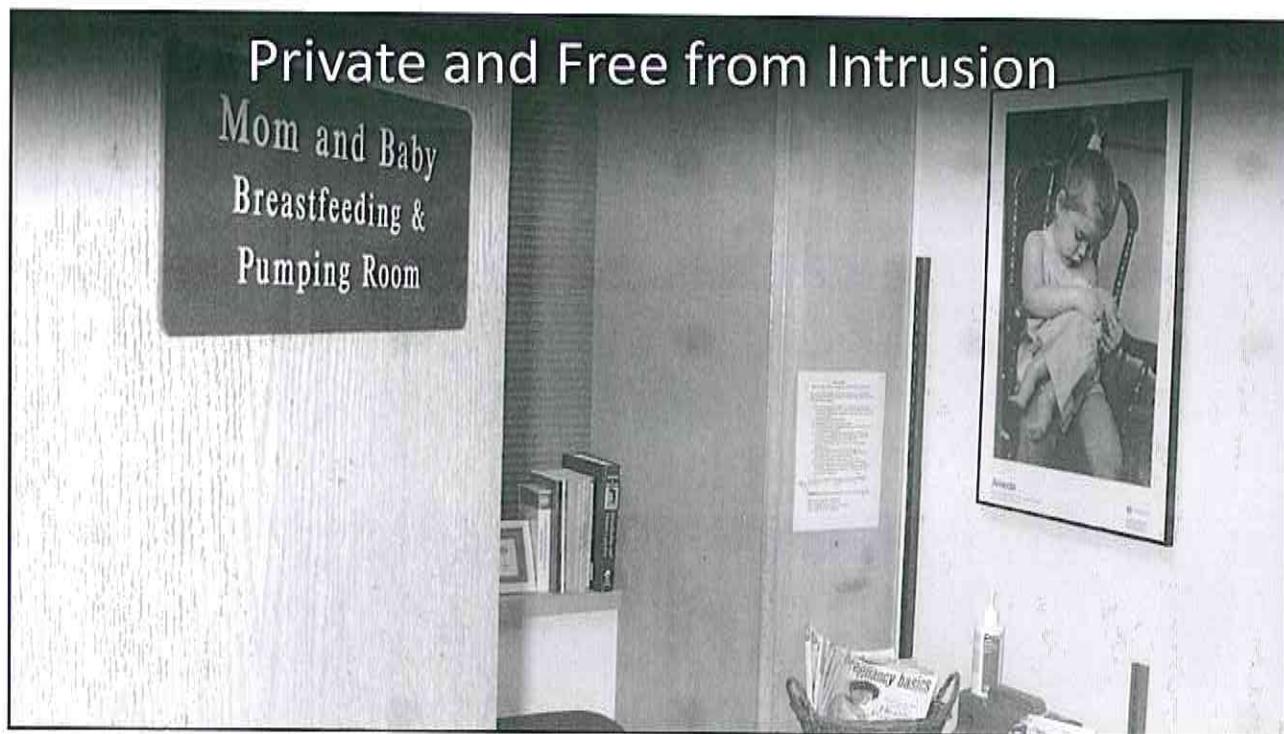


## Illinois Legislation *Nursing Mothers in the Workplace Act*

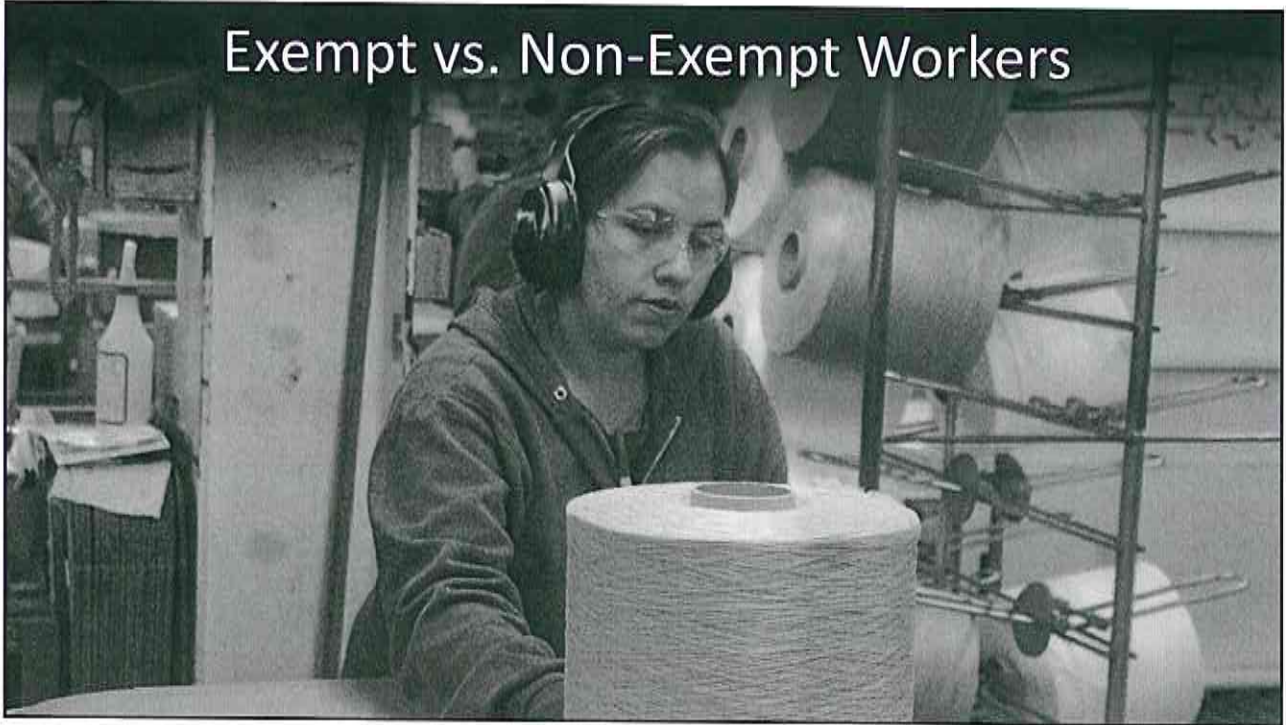






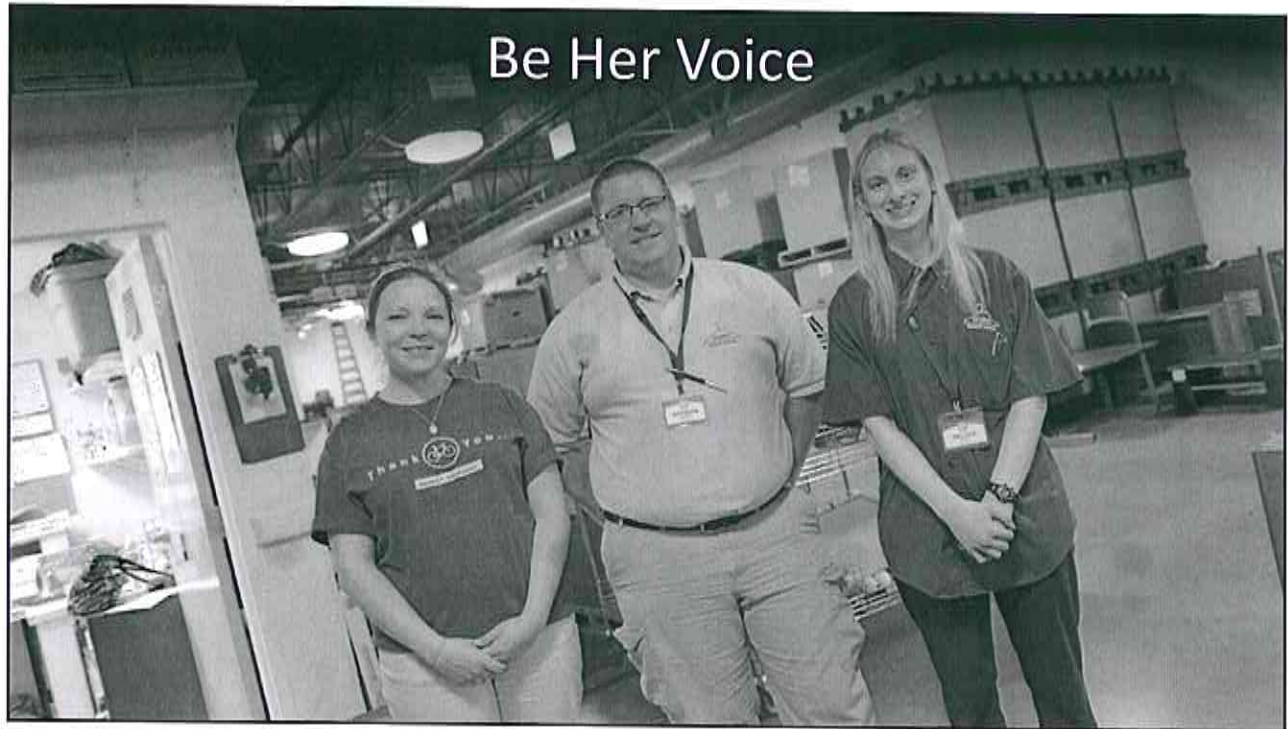


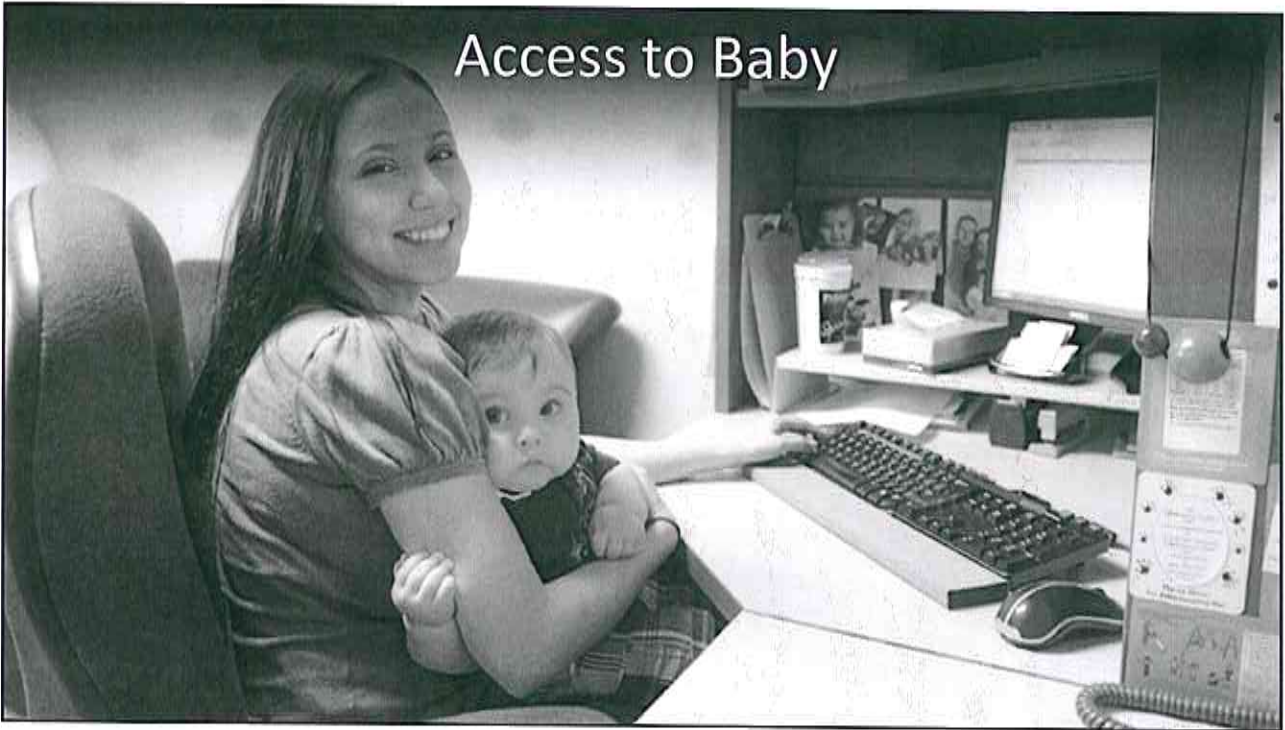
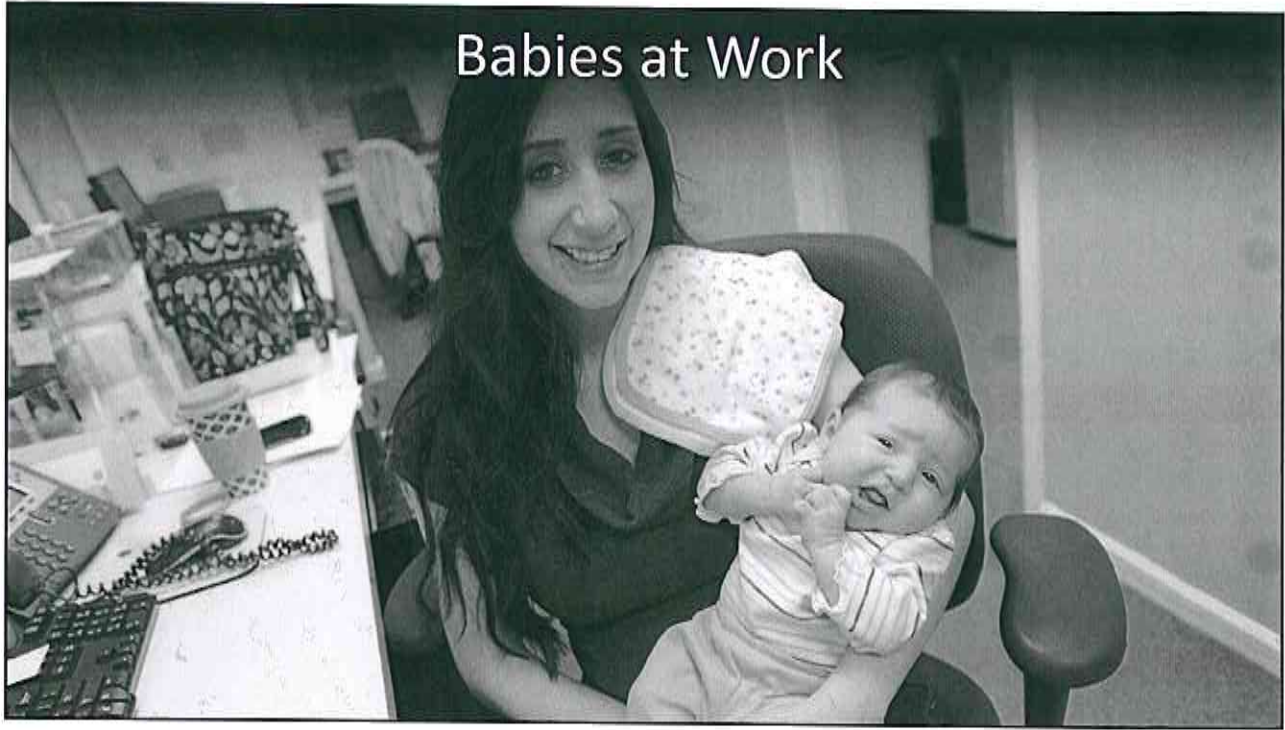
## Exempt vs. Non-Exempt Workers

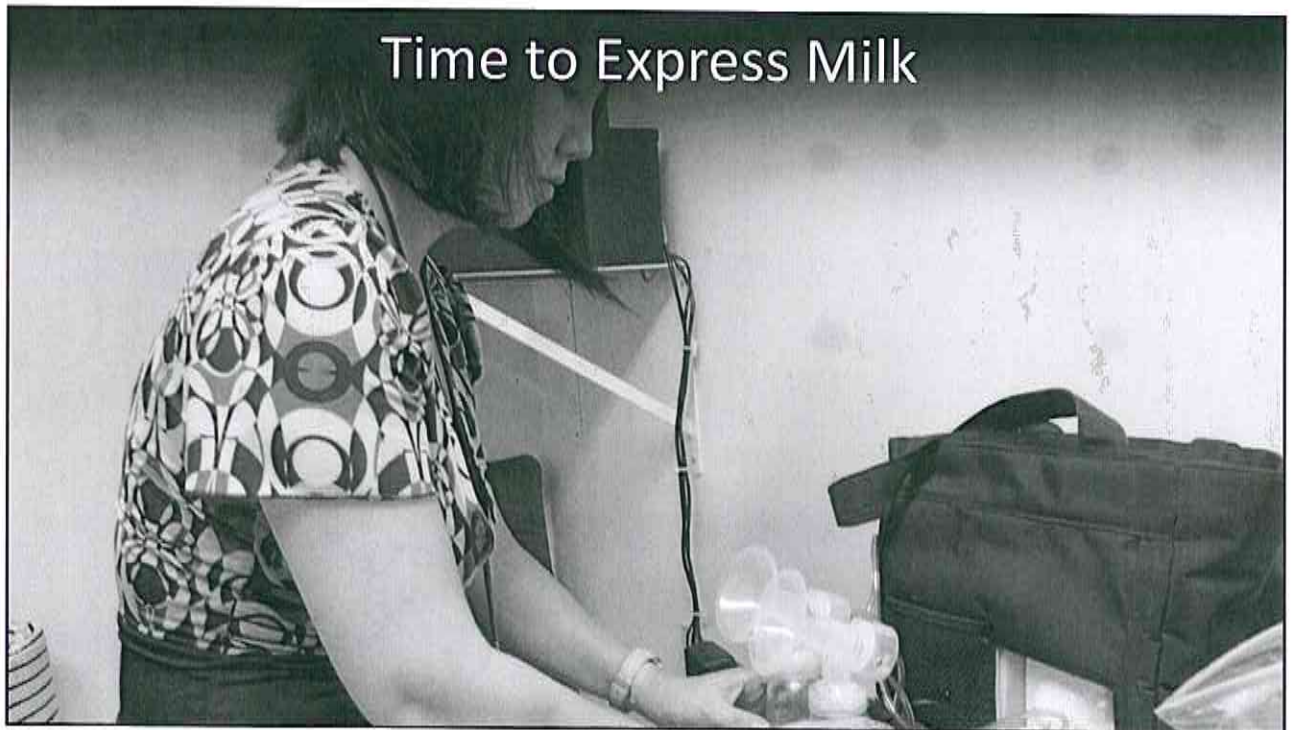
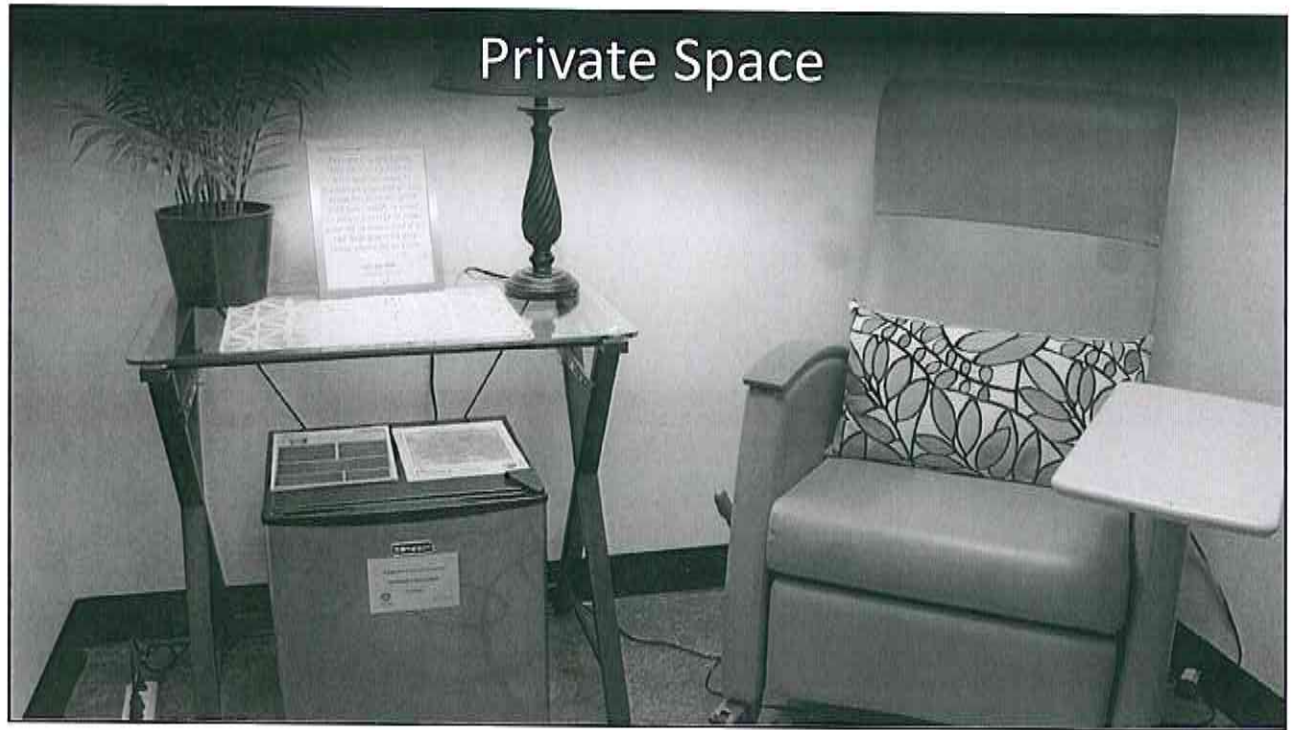


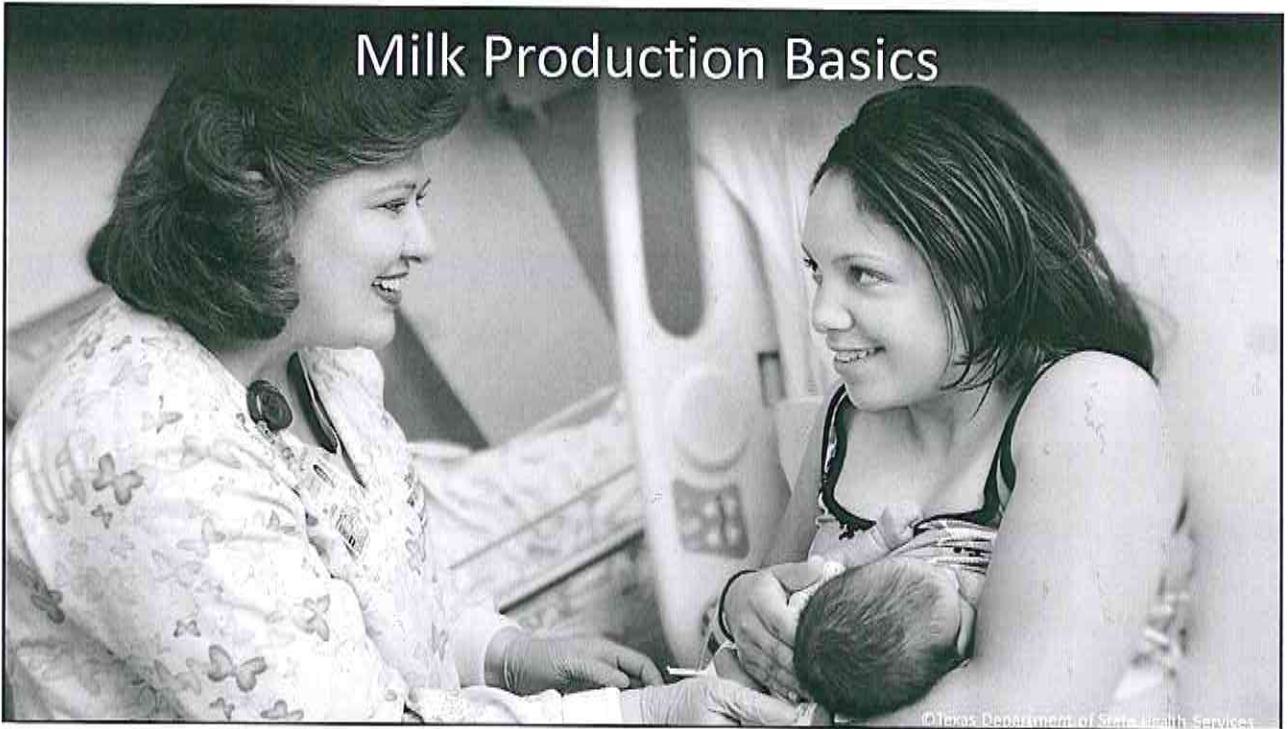
## Mom's Goals

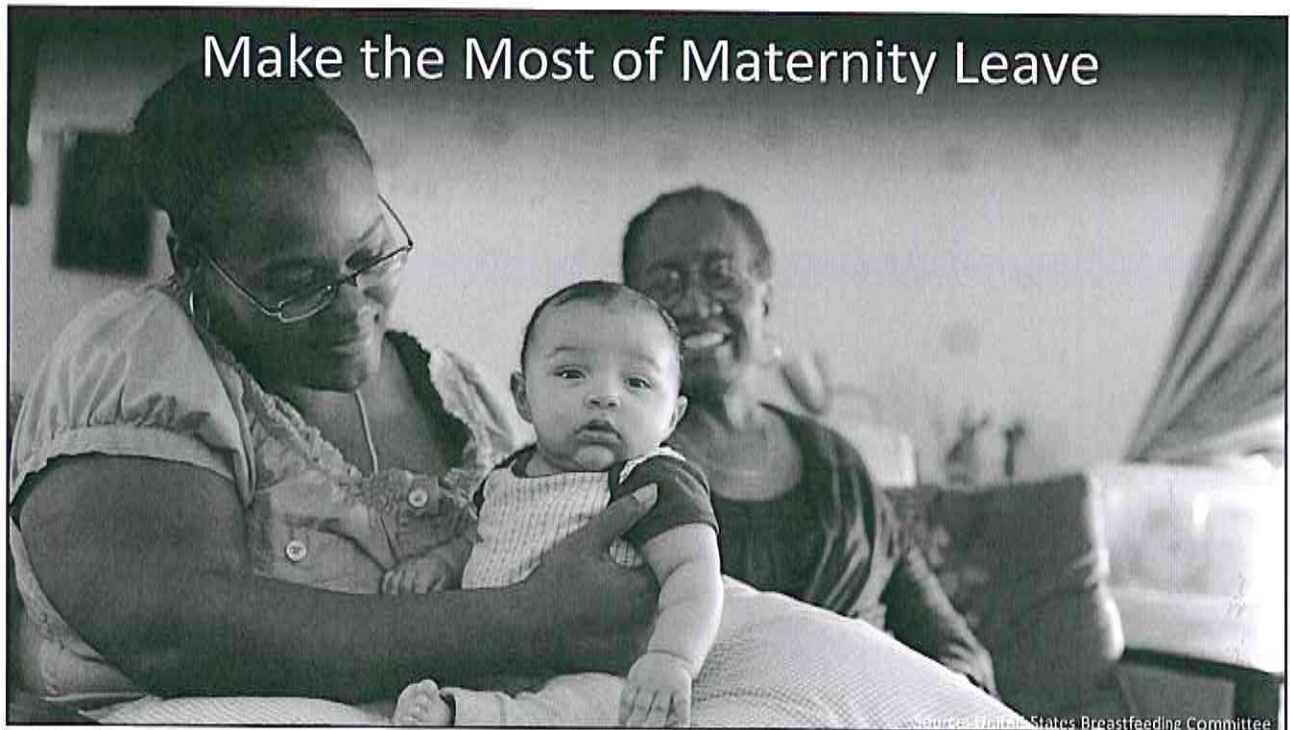












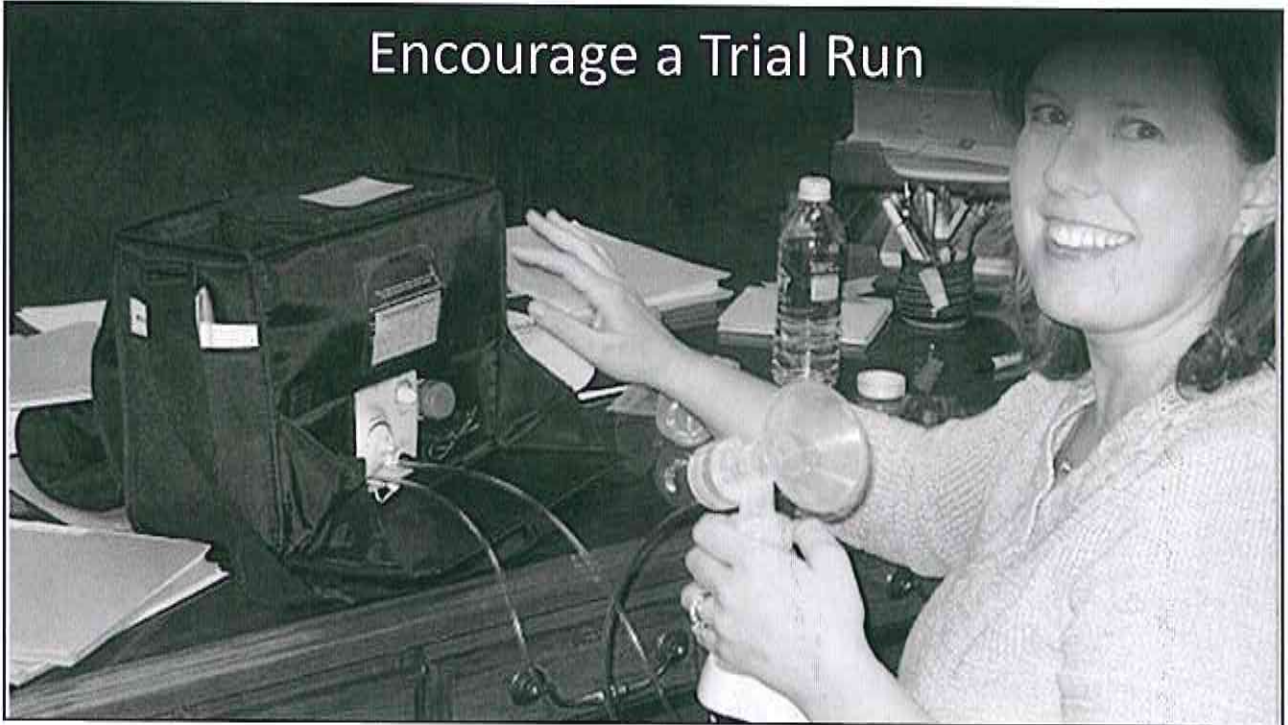


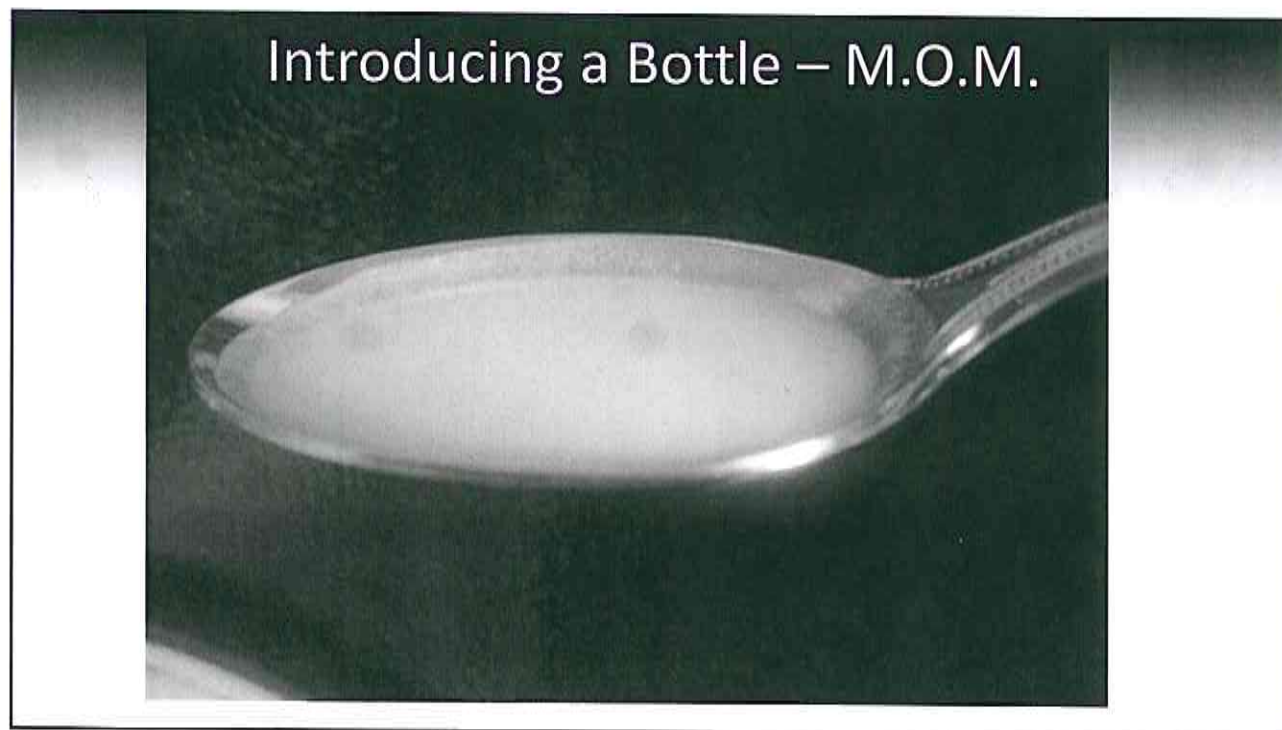


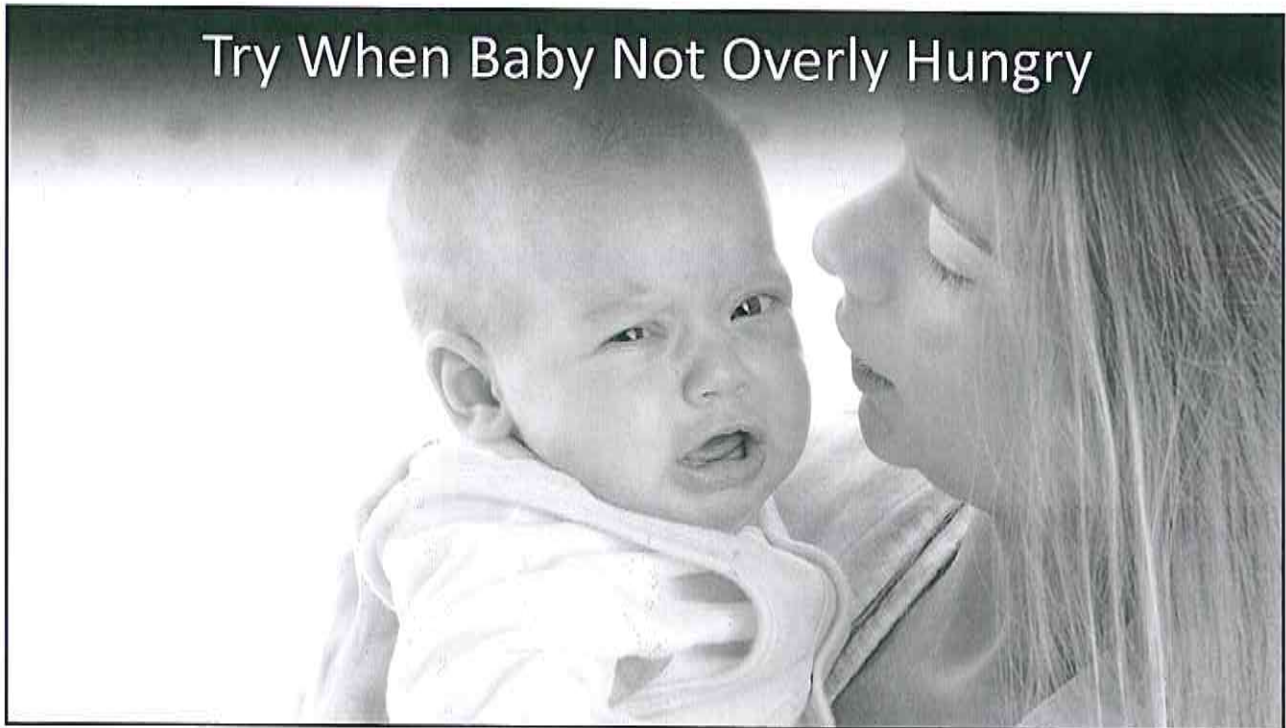
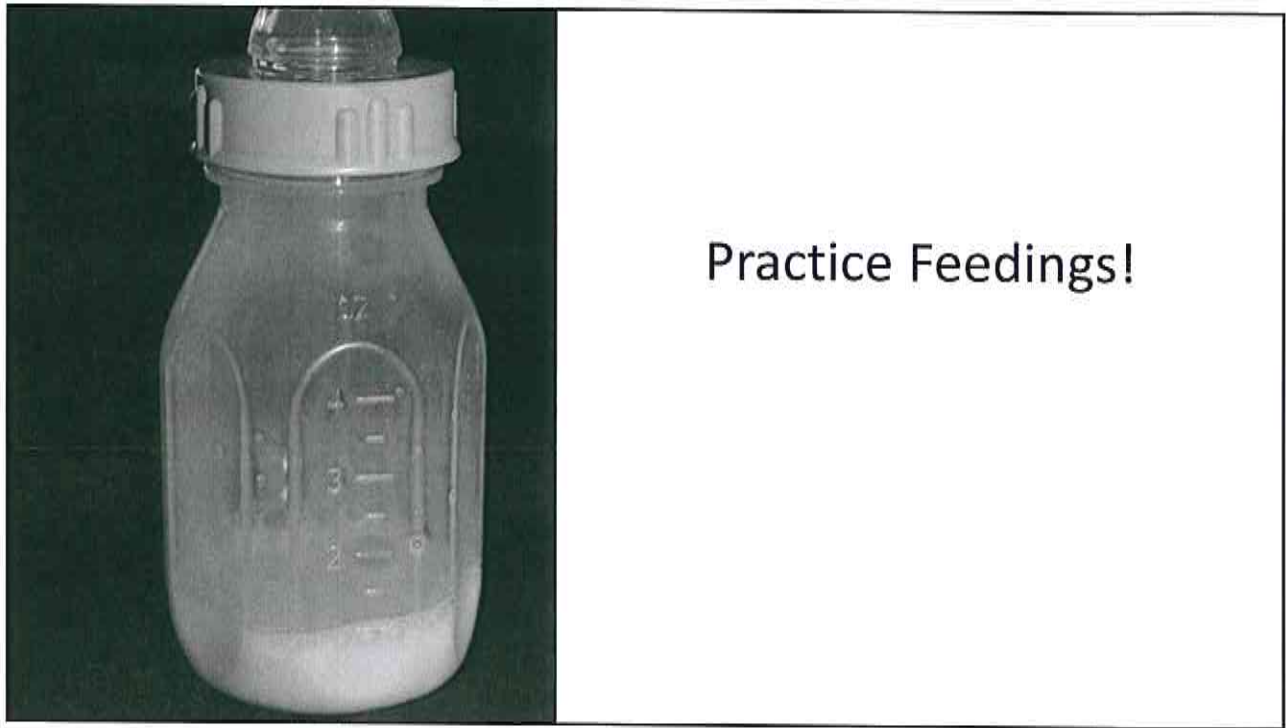
## Phase Back to Work



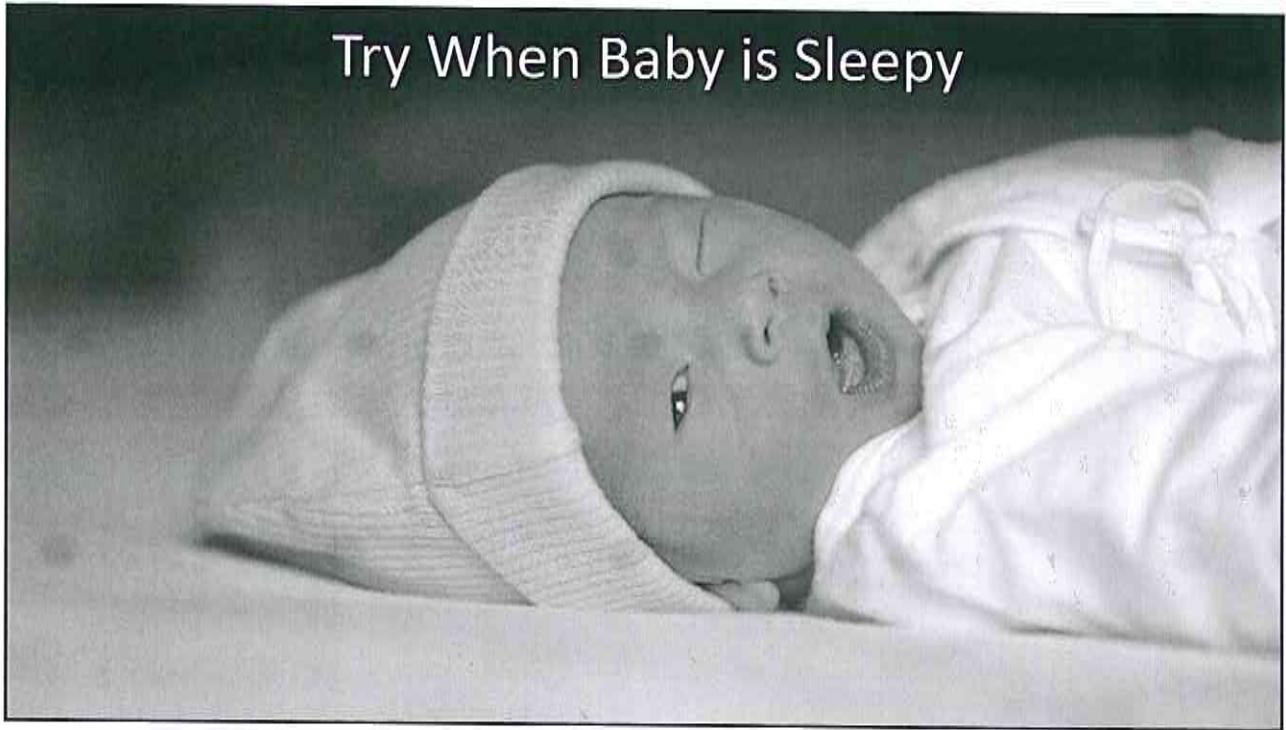
## Encourage a Trial Run







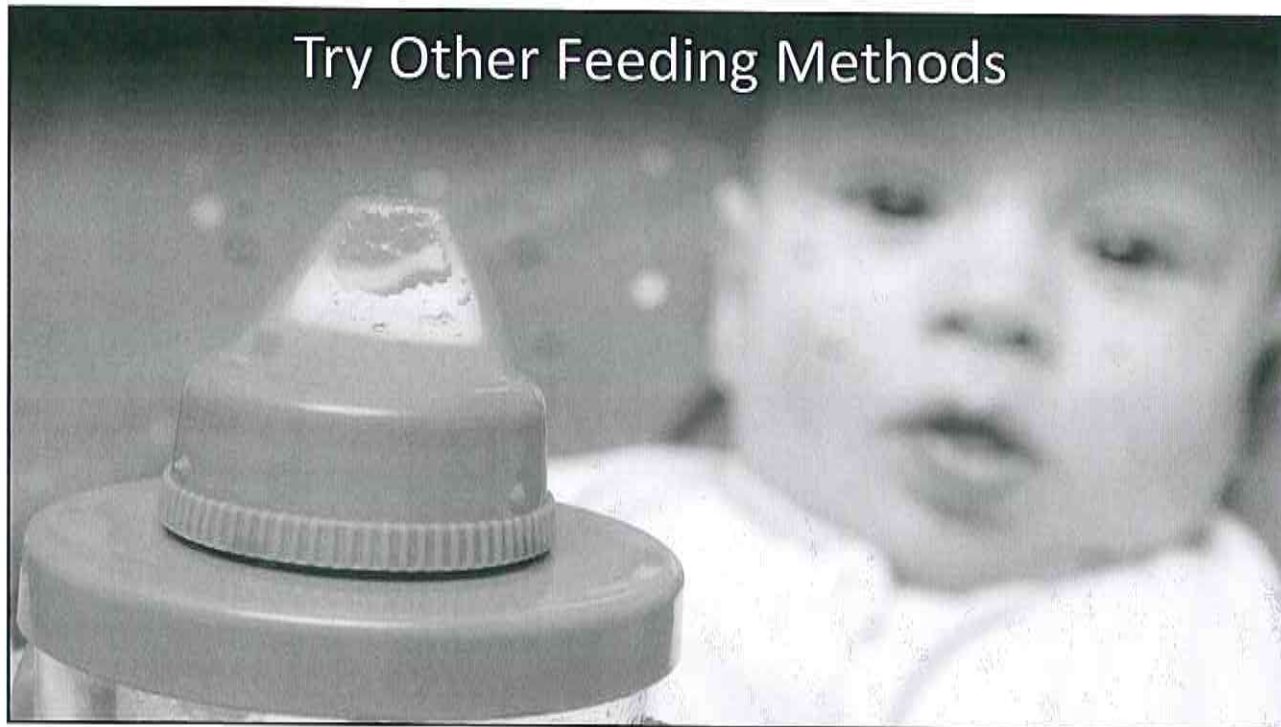
Try When Baby is Sleepy



Let Others Feed the Bottle



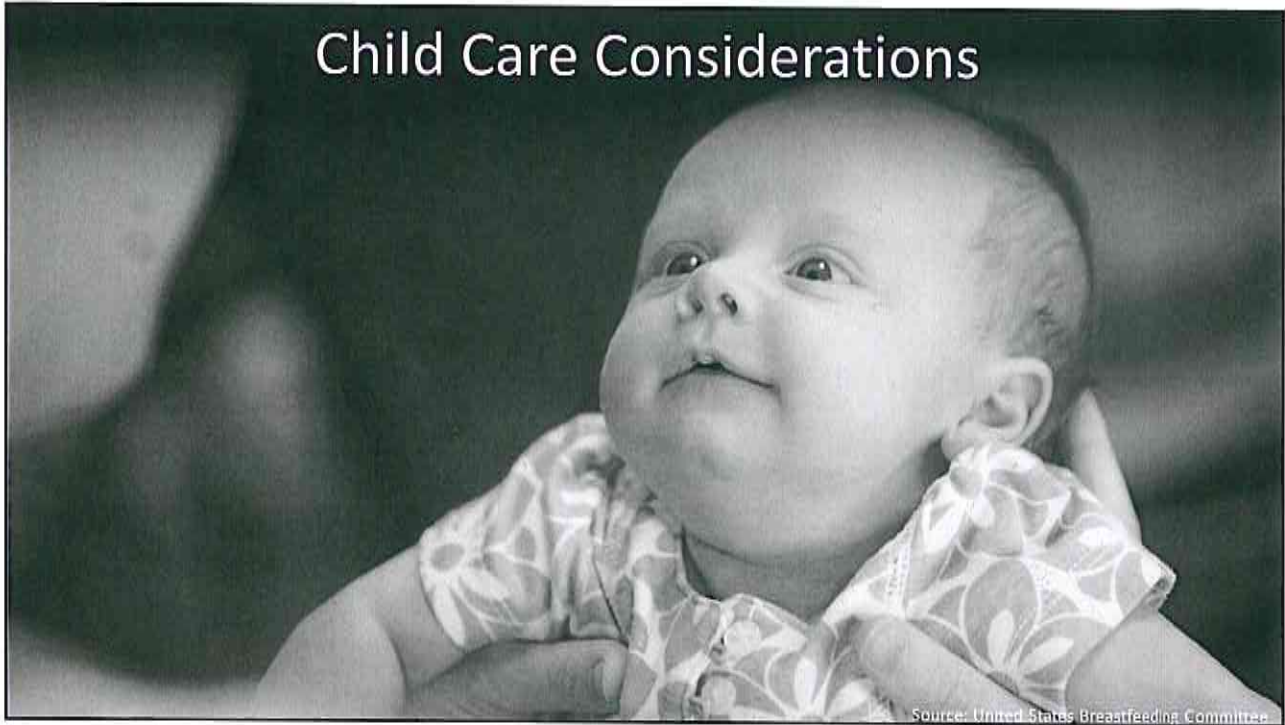
## Try Other Feeding Methods



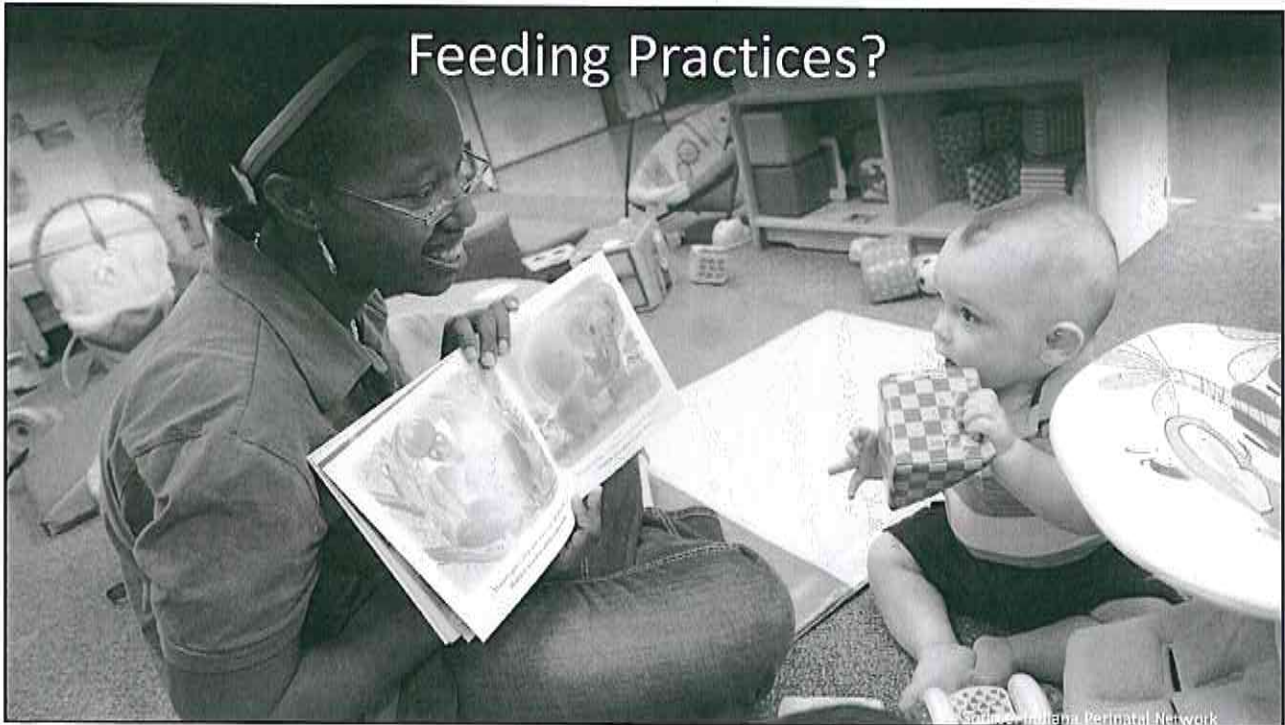
## Don't Make it a Battle



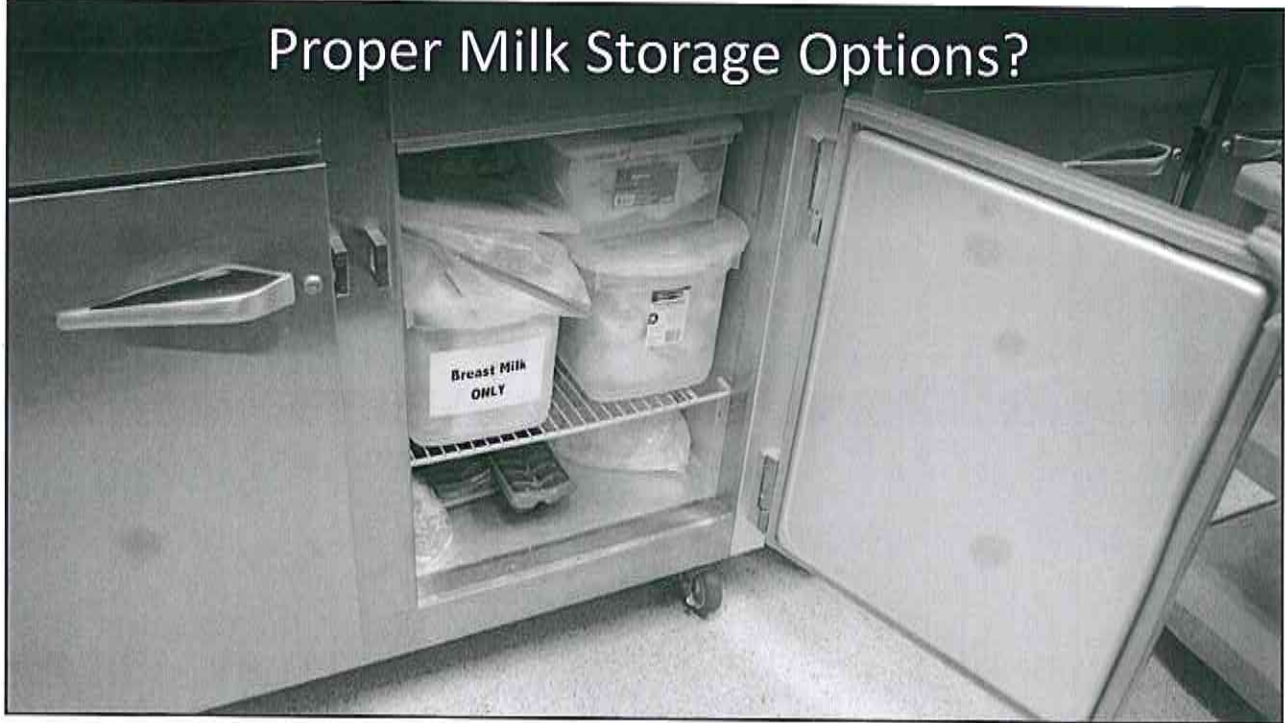
## Child Care Considerations



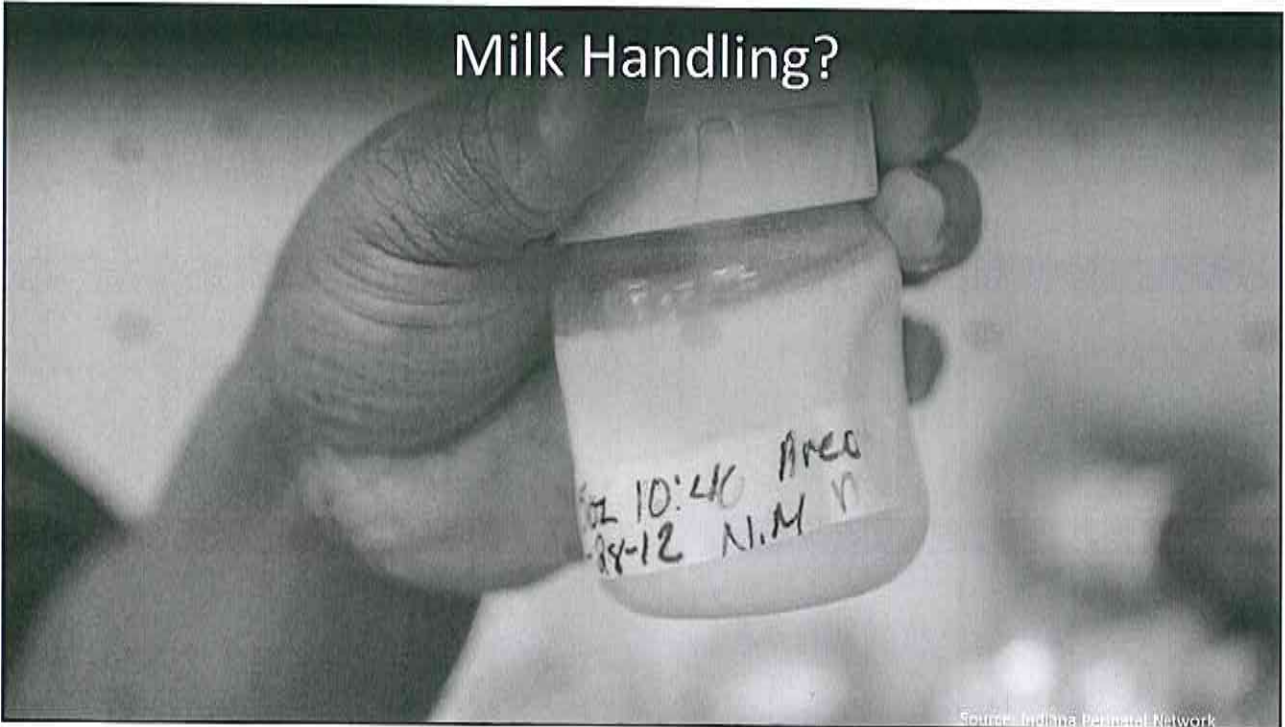
## Feeding Practices?



## Proper Milk Storage Options?



## Milk Handling?



Source: Indiana Perinatal Network

## Onsite Breastfeeding Supported?



## Magic Number







Some is Better than None!



Source: United States Breastfeeding Committee

Rebuilding Production

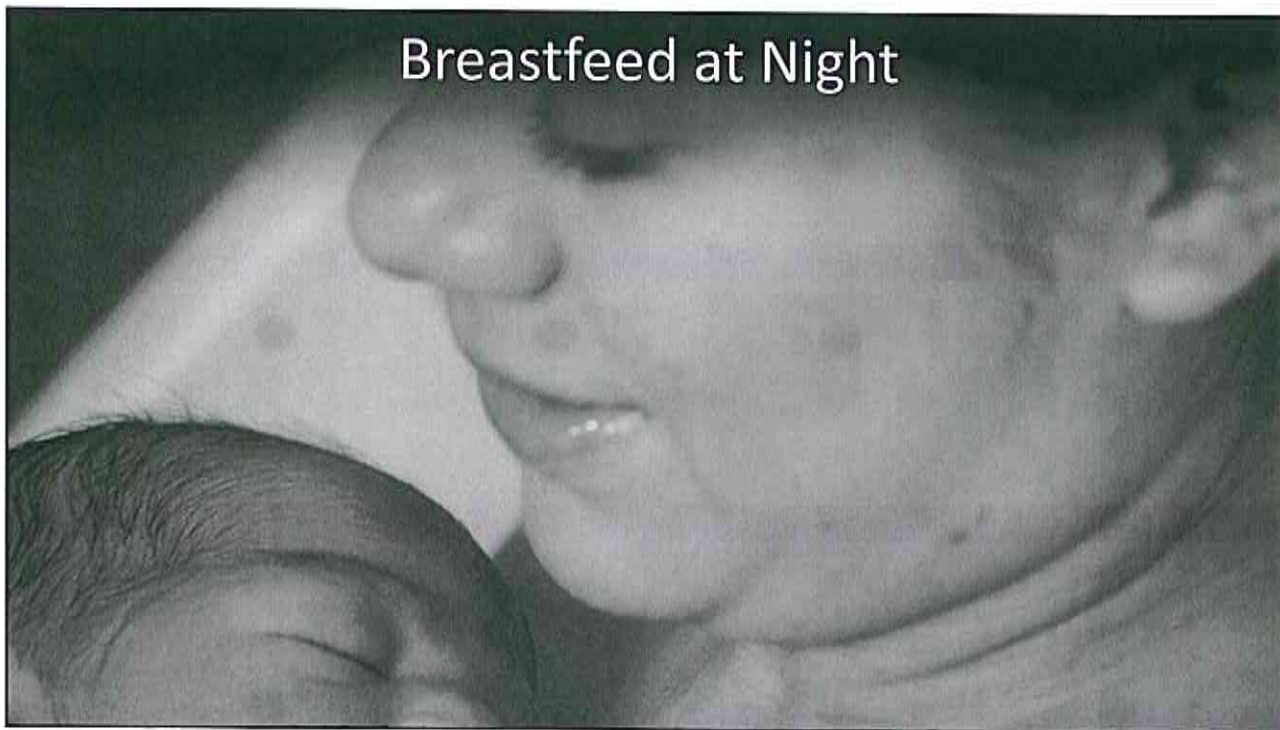


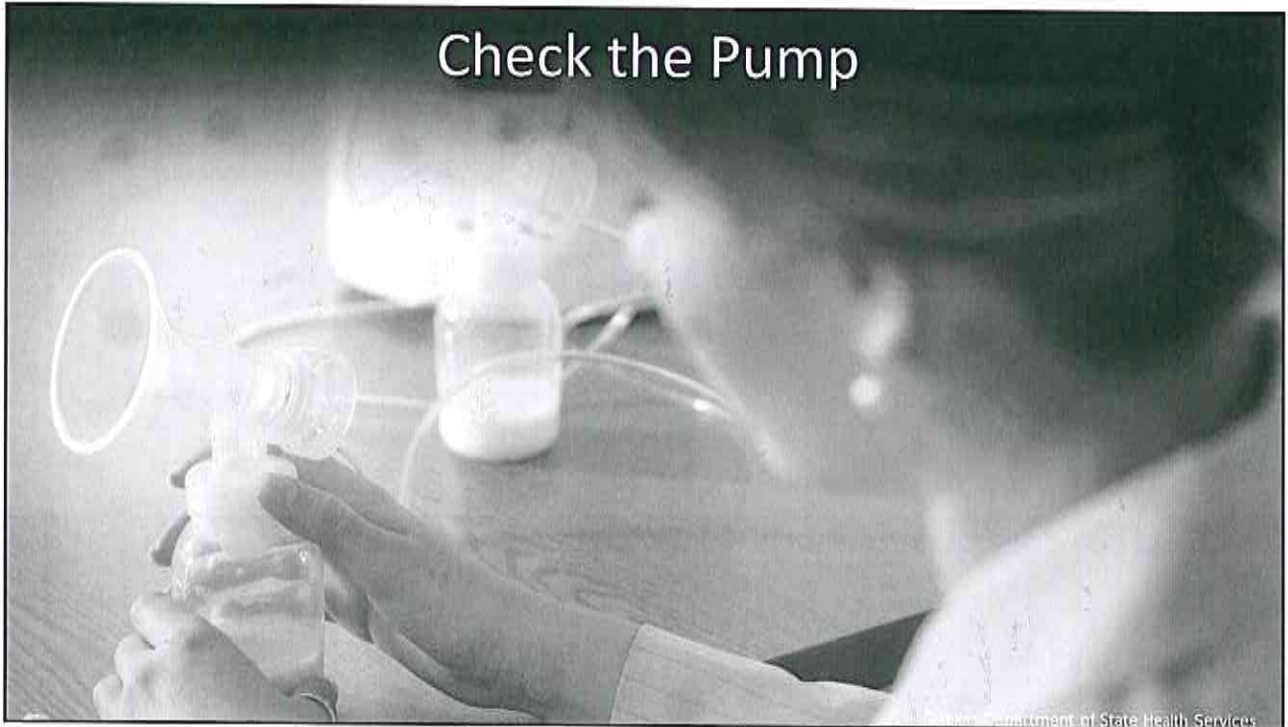
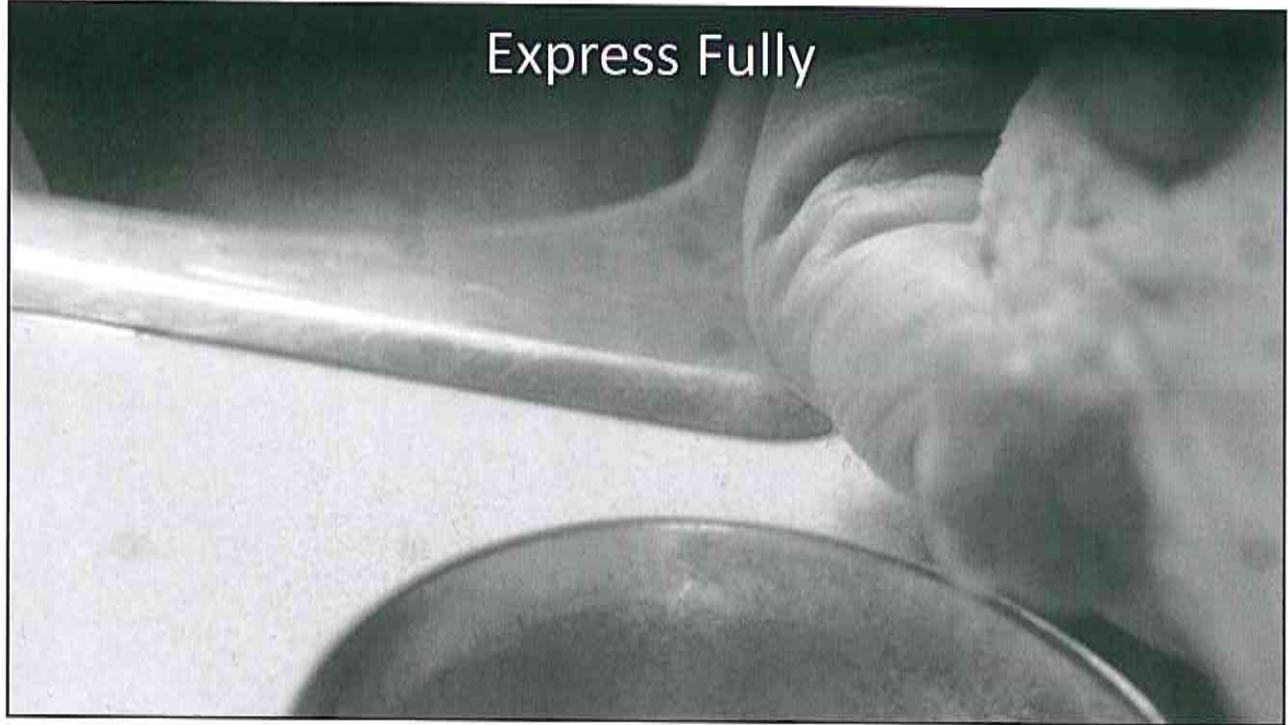
Source: United States Breastfeeding Committee

## Feed More Often at Home

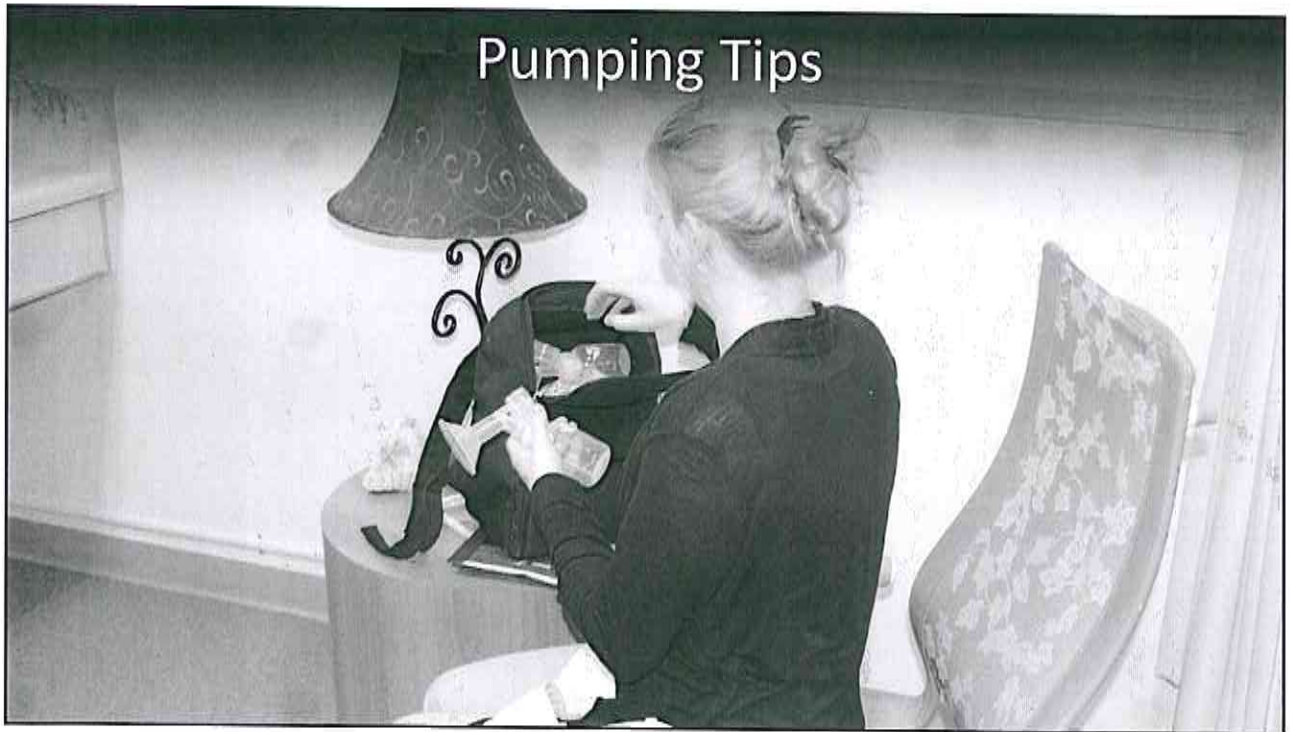
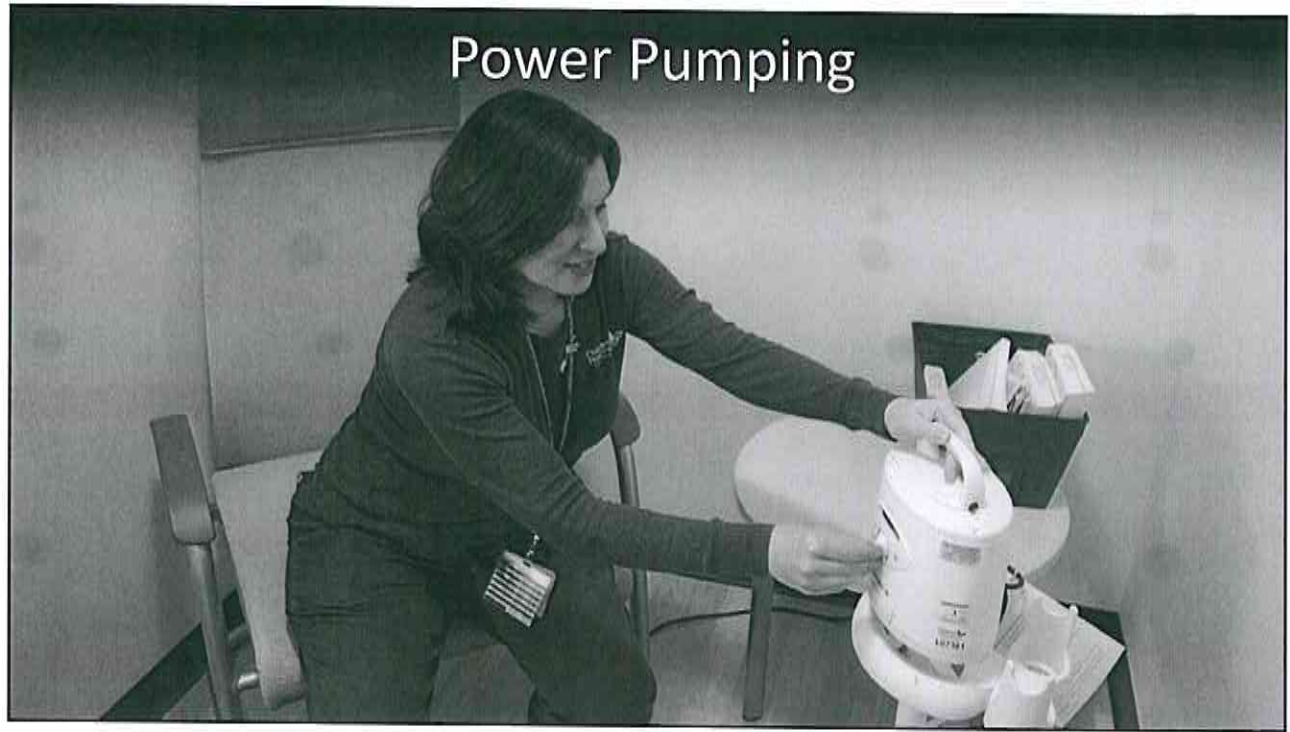


## Breastfeed at Night





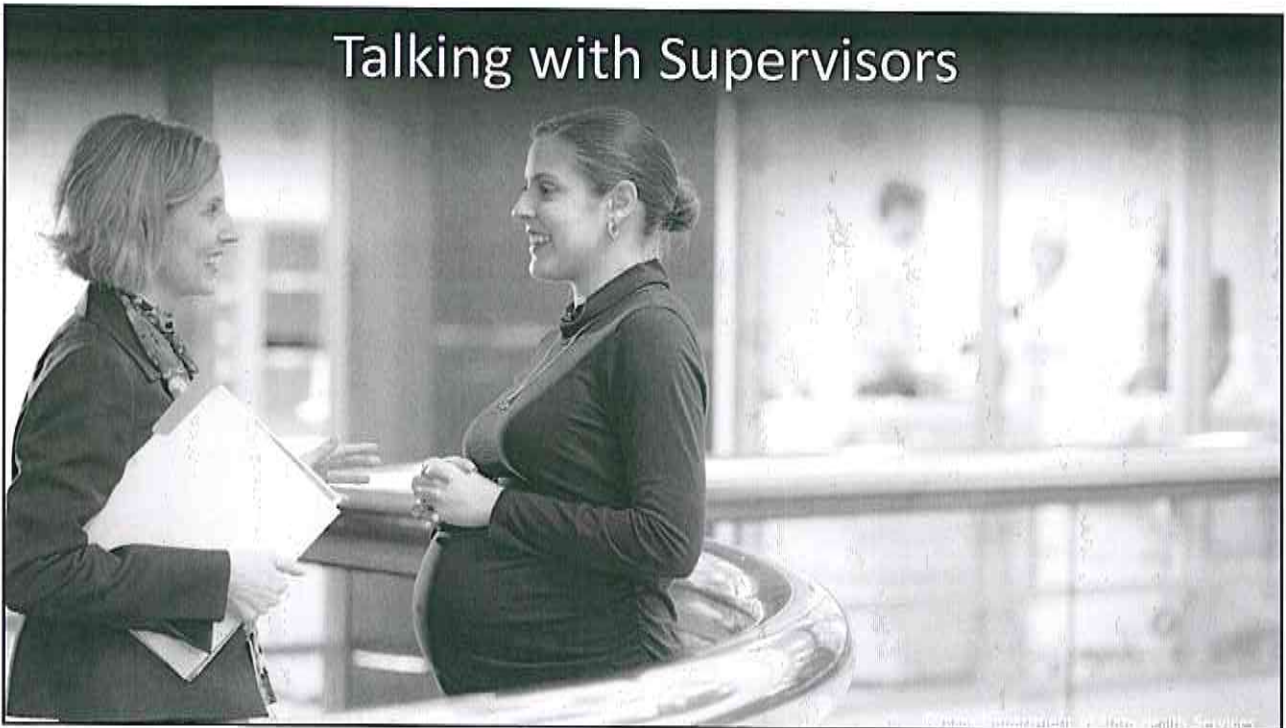
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## Pumping Schedule



7:15	Drop baby off with childcare provider; feed the baby
8:00	Arrive at work
10:00-10:20	Break - express milk
12:00-12:30	Lunch break – express milk over lunch
2:30-2:50	Break - express milk
5:00	End work
	Feed the baby at childcare provider before going home





# Focus on Mom's Needs

Department of State Health Services

## Share Information

**womenshealth.gov**  
Empowering women to live healthier lives!

Call Us! ☎ 1-800-694-0912  
Monday-Friday, 9 a.m.-6 p.m. (EST)

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**Breastfeeding**

- Workplace home
- Breastfeeding Support: Industry Solutions
- Breastfeeding Support: Time and Space Solutions
- Breastfeeding Support: PACE for Employers
- The Business Case for Breastfeeding Support
- For Nursing Moms: Breastfeeding at Work
- Less Protecting Working Moms
- Breastfeeding Policies at Work
- More Breastfeeding Support for Employers

**About the Breastfeeding at Work Project**

Subscribe to Breastfeeding email updates.

**Supporting Nursing Moms at Work: Employer Solutions**

Women with children are the fastest-growing segment of the work force. Balancing work and family is an important priority for them. Today, three out of every four women breastfeed their babies for a healthy start in life. When they return to work after maternity leave, time and space to express their milk during the work period help them continue to give their best to their work and their baby.

Three family-friendly benefits also bring your business a 3:1 Return on Investment (ROI) through lower health care costs, lower employee absenteeism rates (since babies are healthier), lower turnover rates, and higher employee productivity and loyalty.

Businesses across America have learned how to support nursing mothers at work.

This online resource provides businesses with cost-effective tips and solutions for any industry setting. Search by industry to see how other businesses just like yours have made it work. Or search by solutions to find creative options for time and space that might work for you.

**Go to INDUSTRY**

*"The things that matter most should never be impacted by the things that matter least. Breastfeeding support is something that matters the most in the big scheme of things."*

[womenshealth.gov/breastfeeding/employer-solutions](http://womenshealth.gov/breastfeeding/employer-solutions)

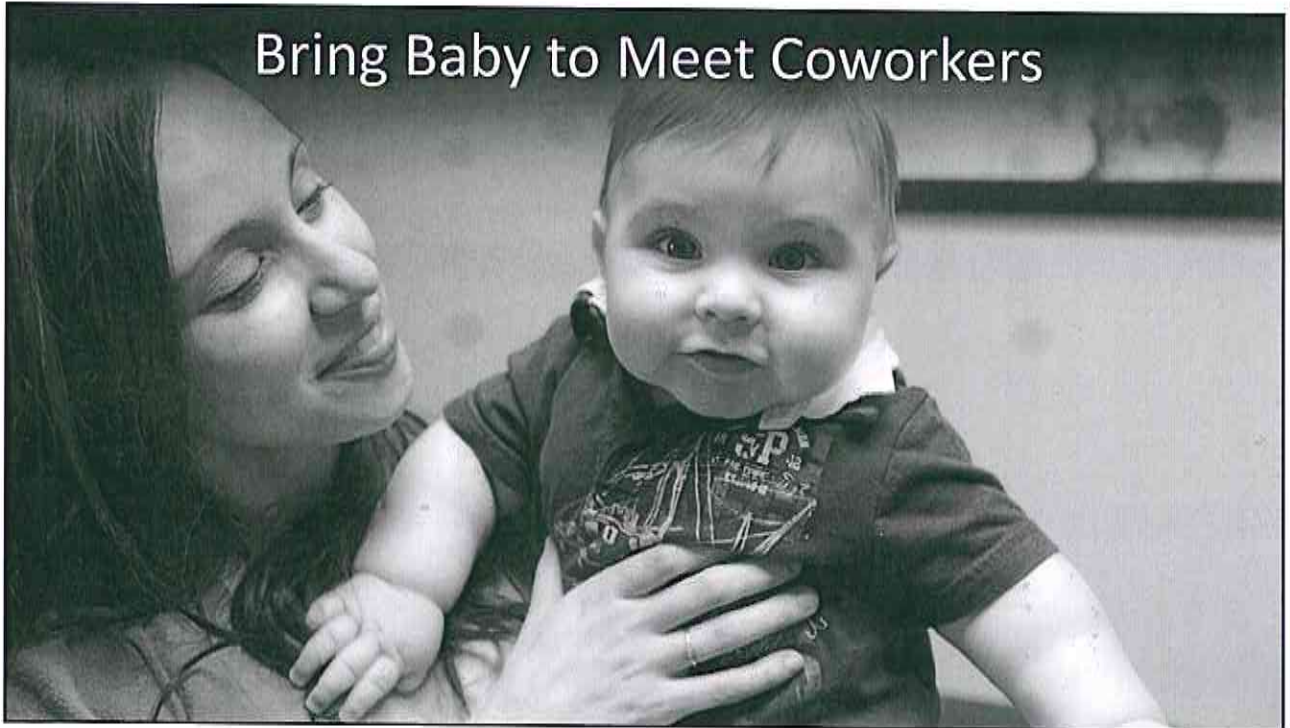




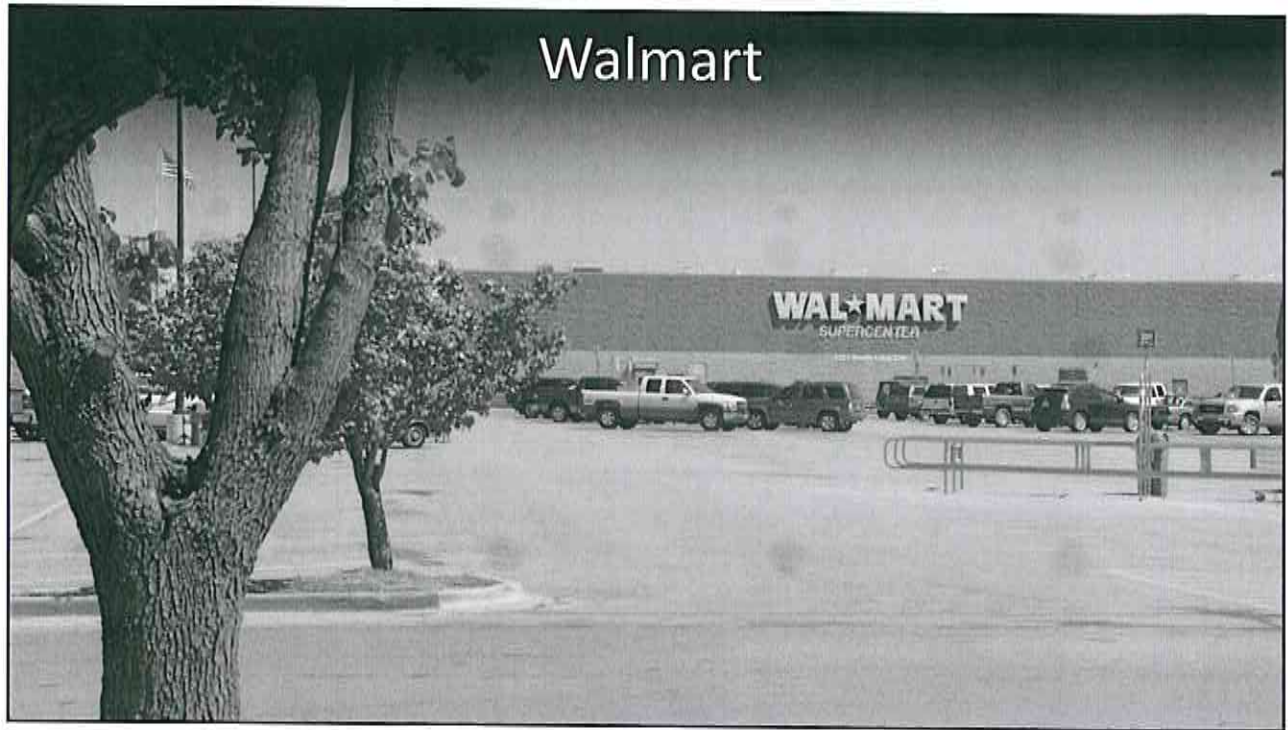
## Dealing with Coworkers

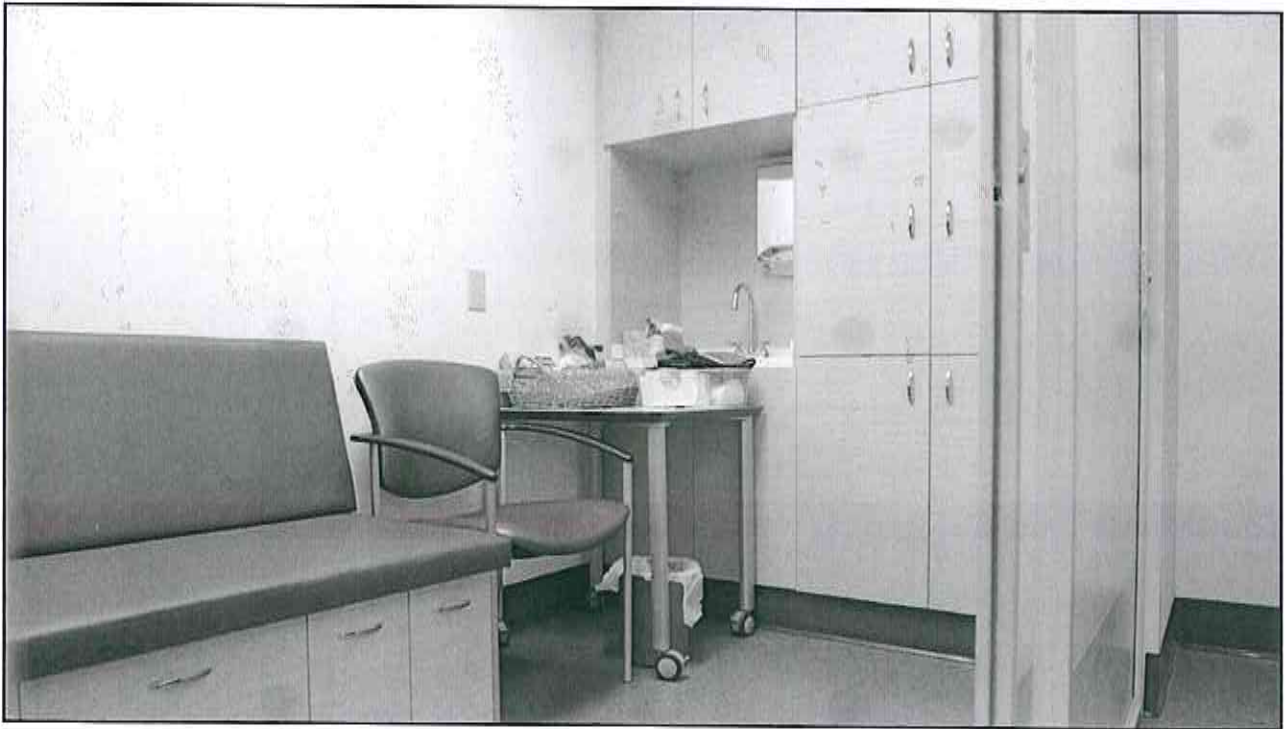
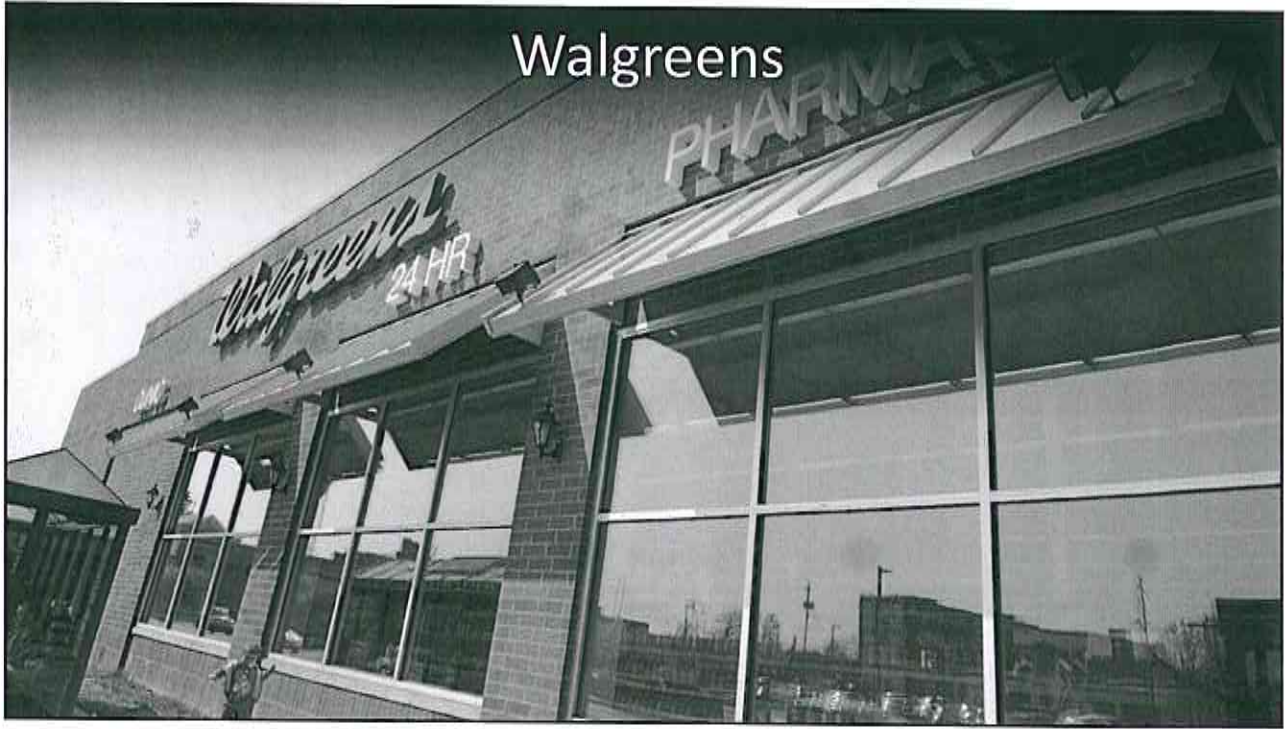


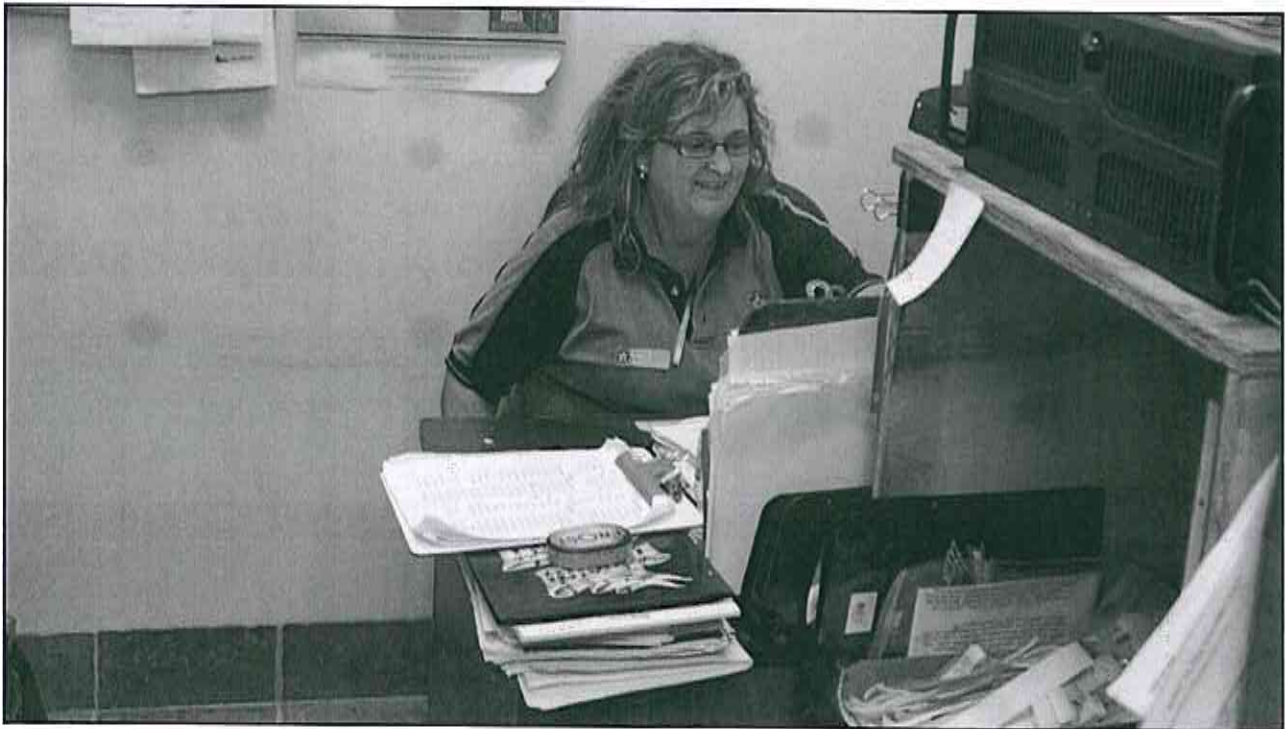
## Bring Baby to Meet Coworkers





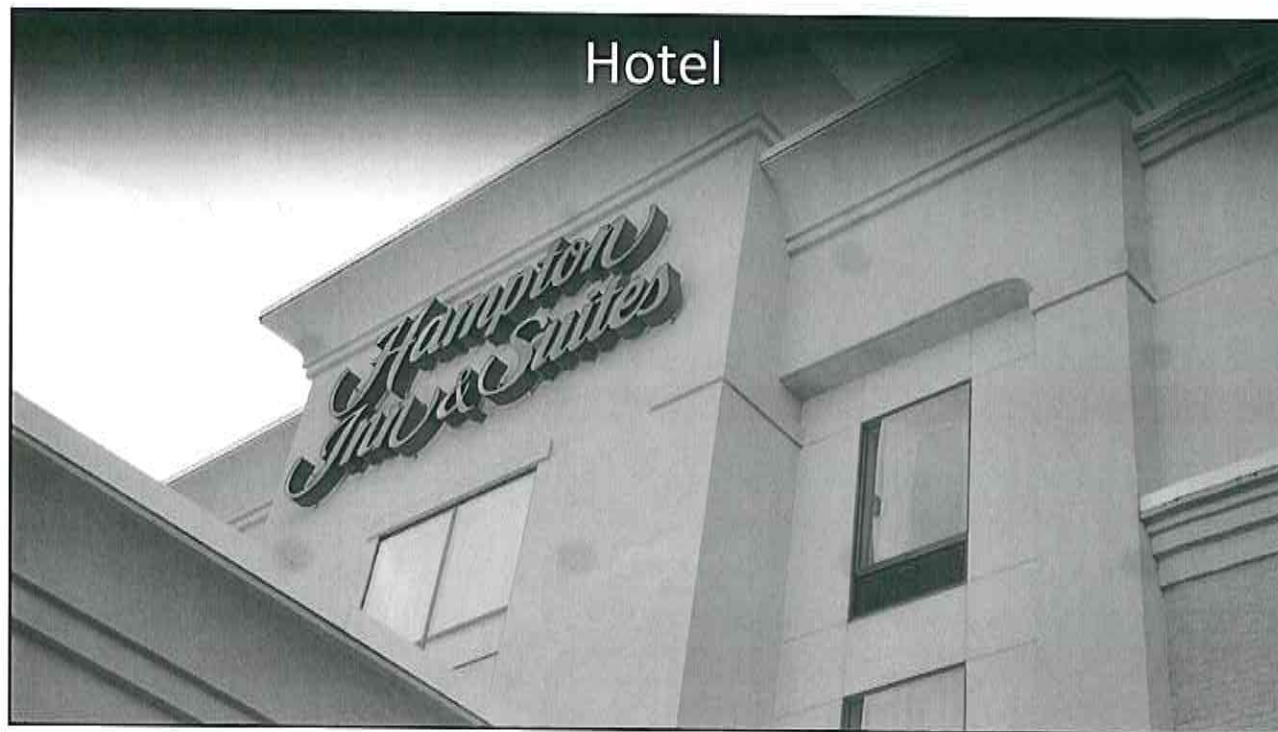






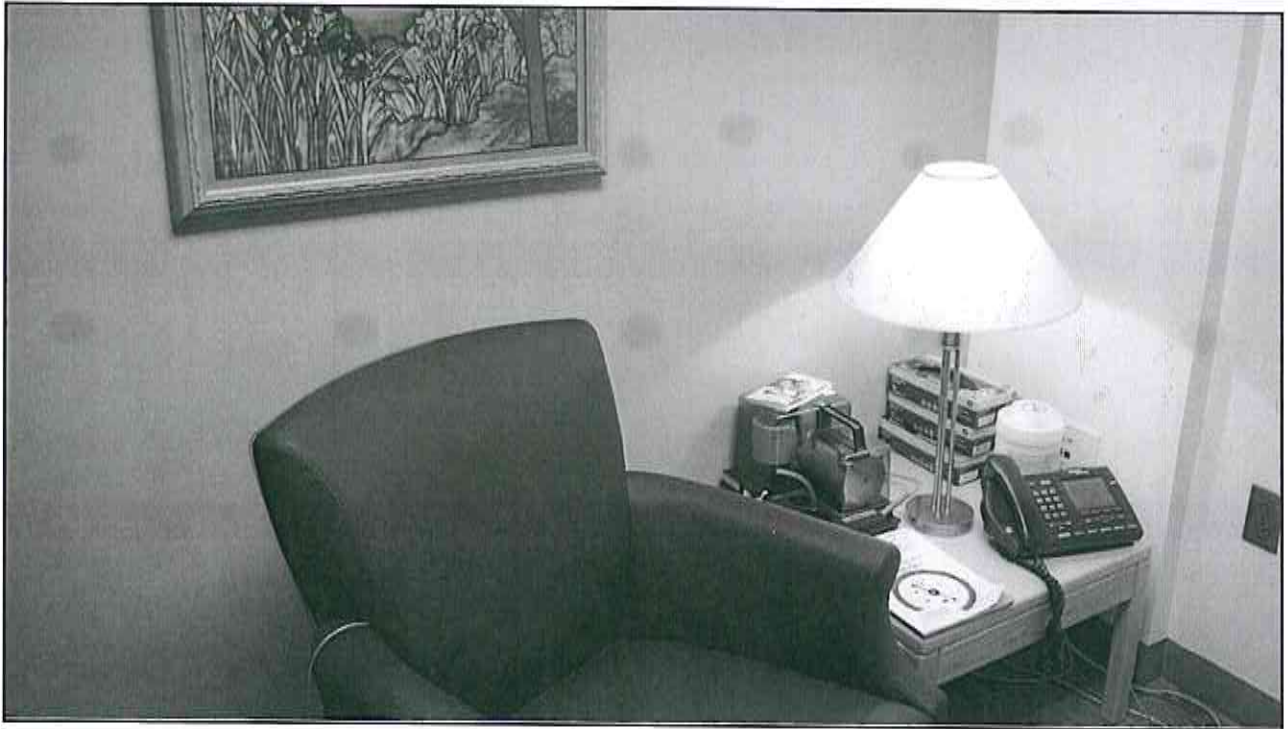
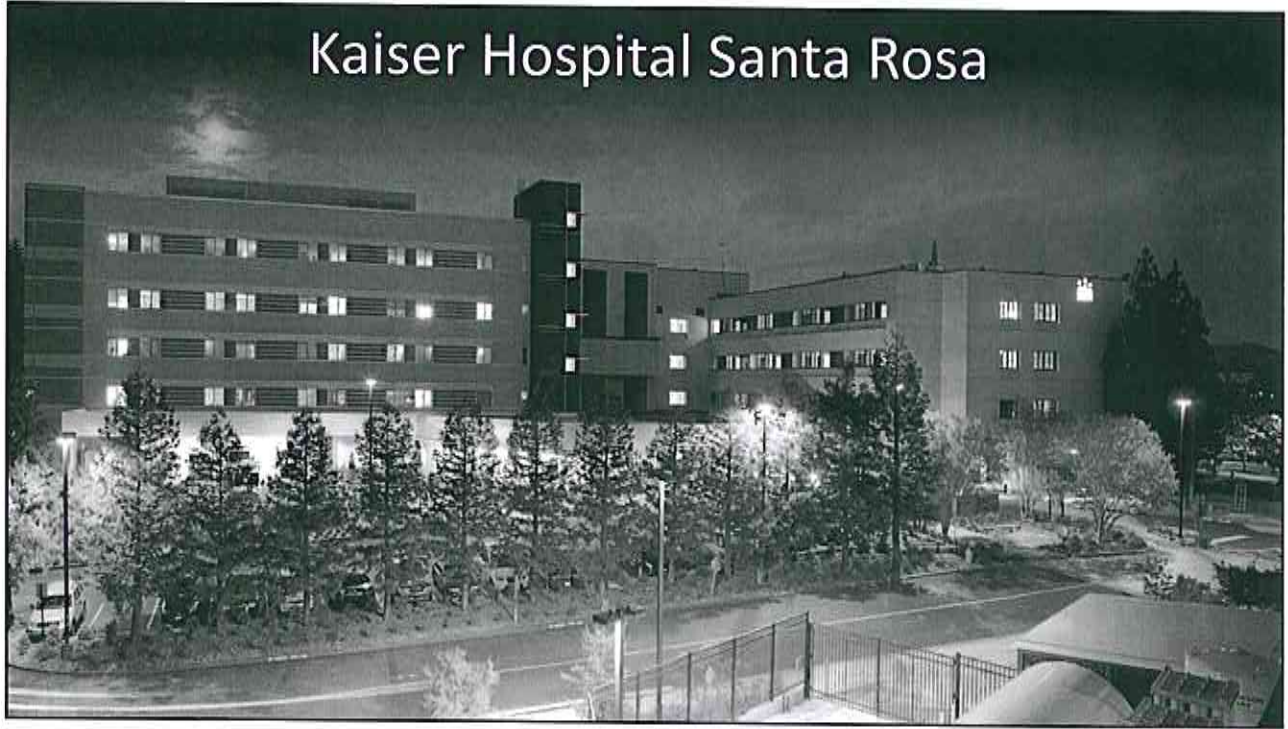


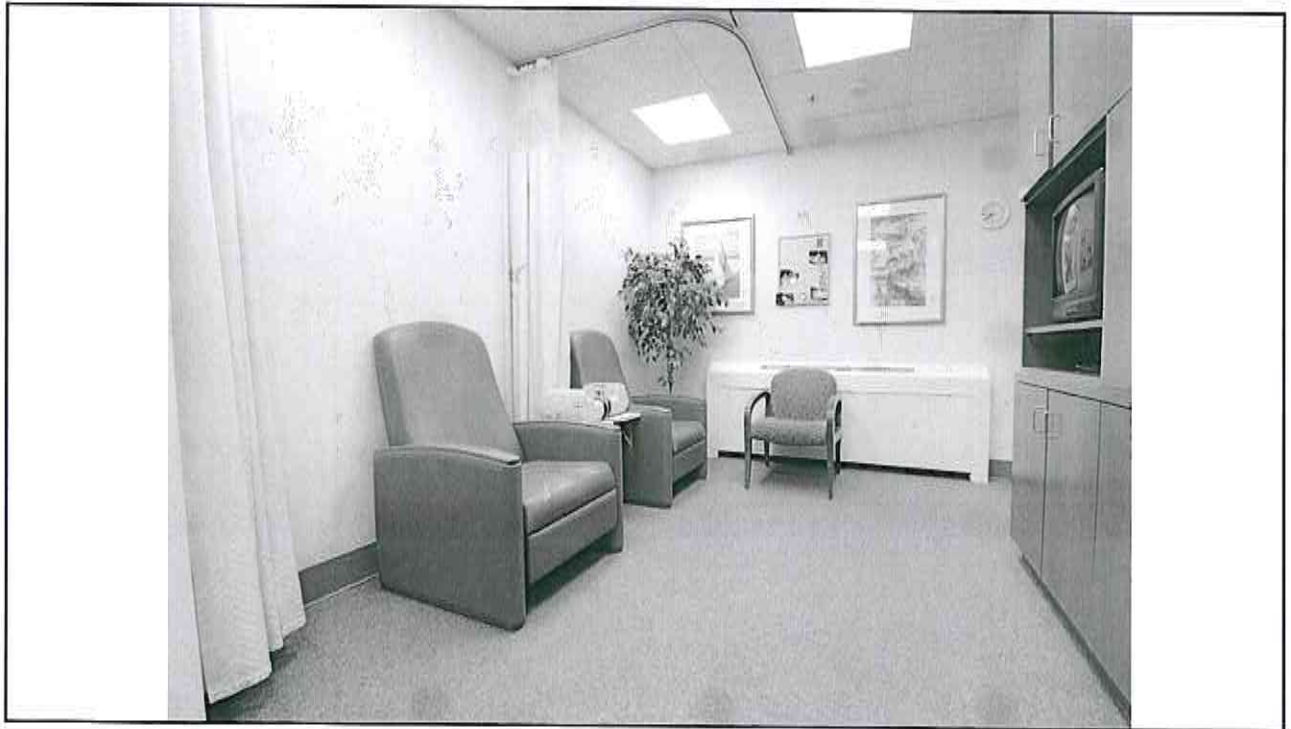
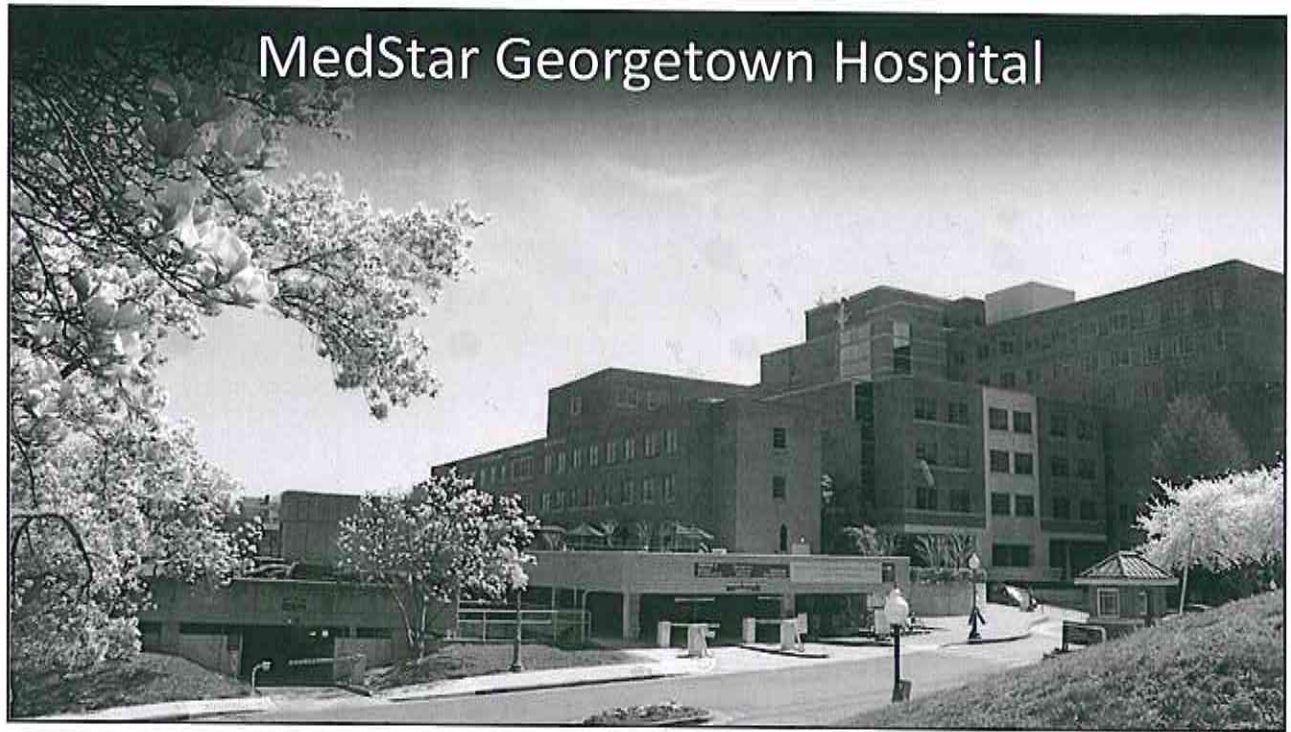




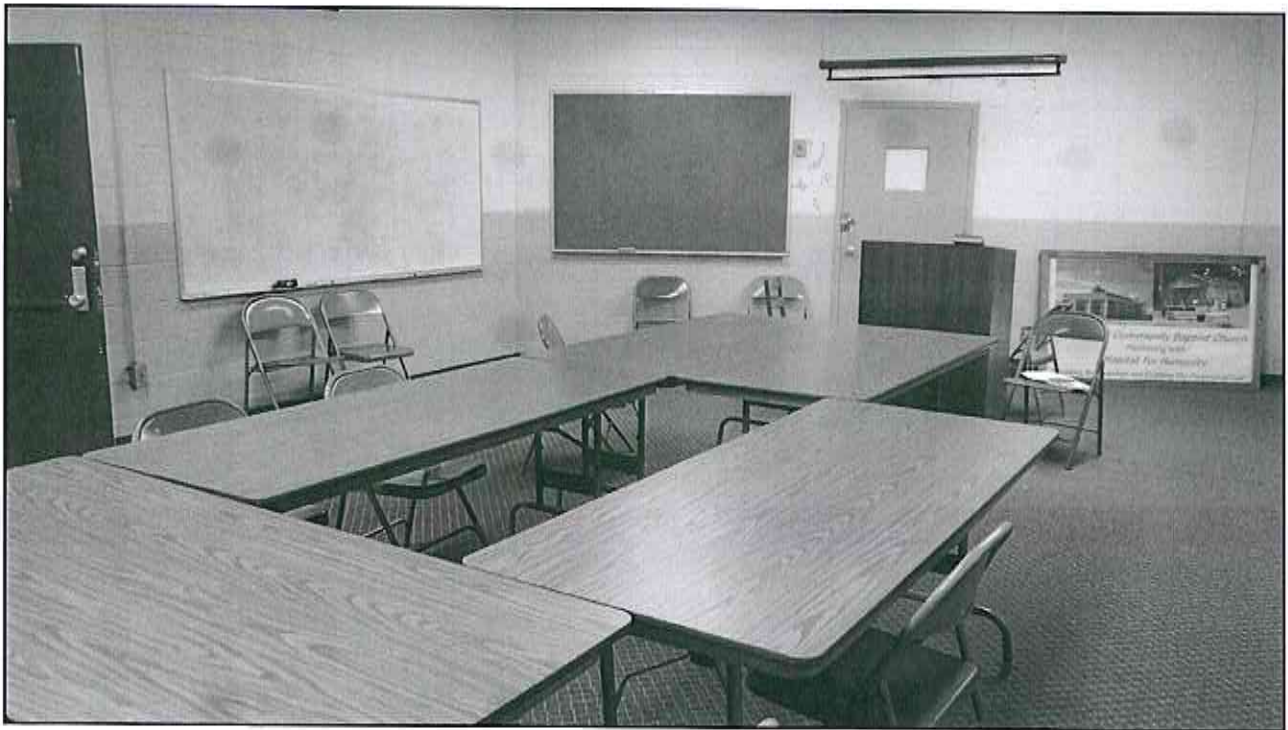
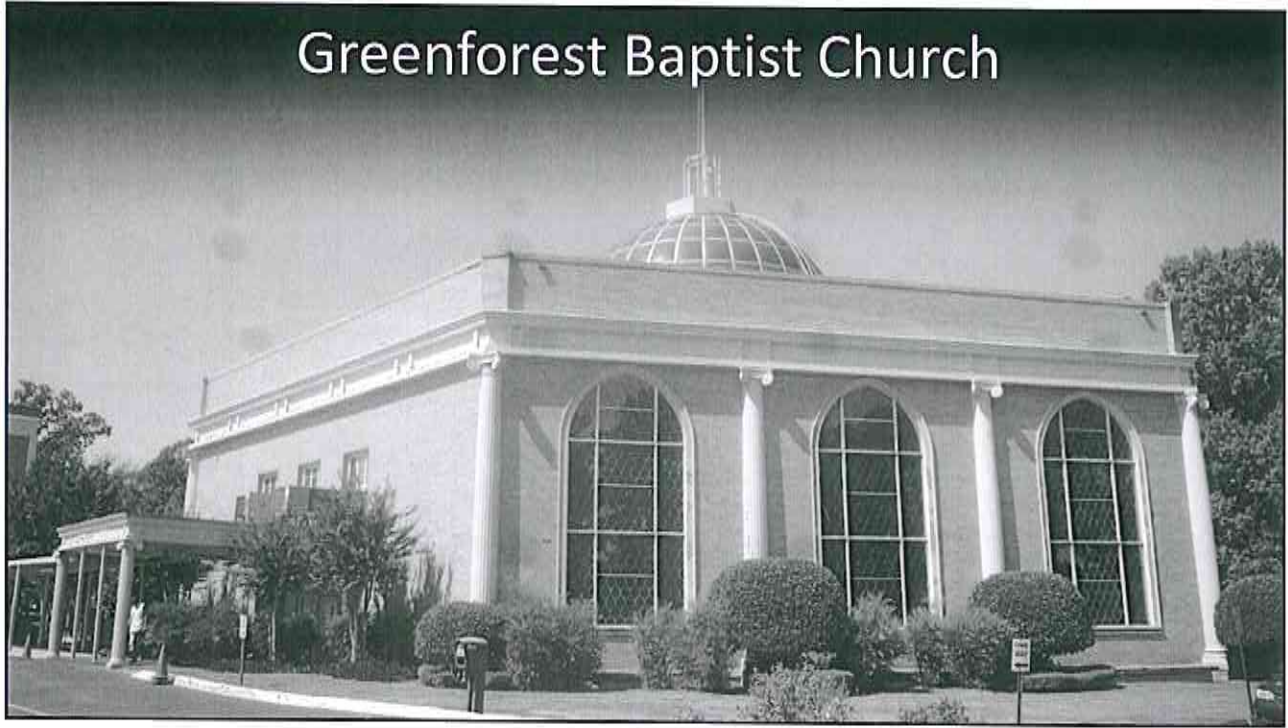


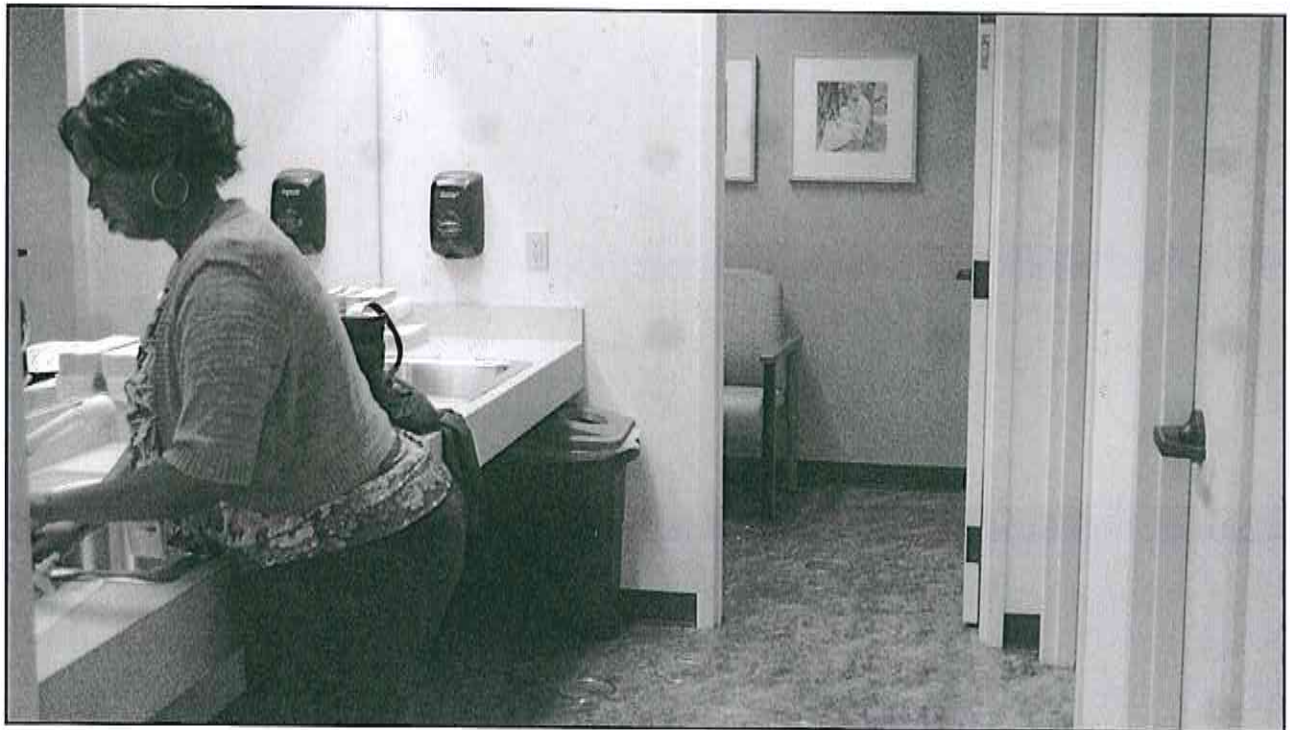
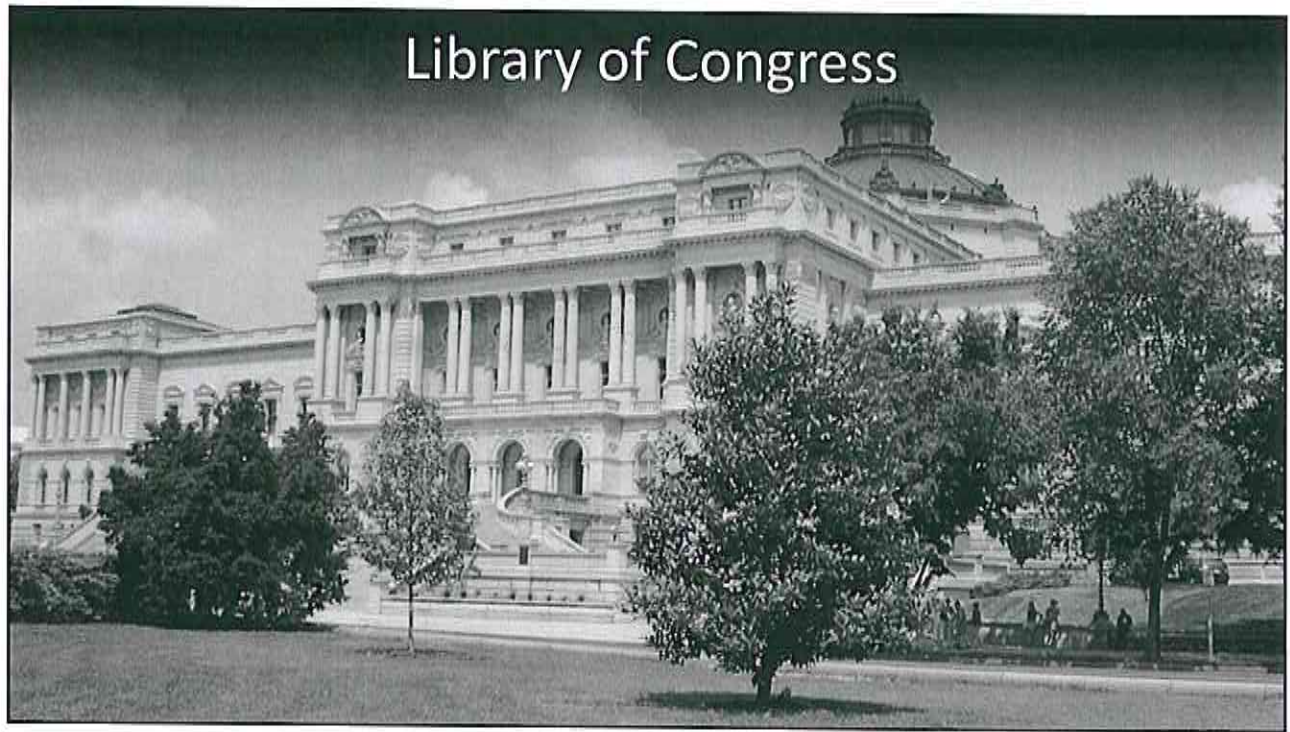
# Kaiser Hospital Santa Rosa





# Greenforest Baptist Church





# Empowering Moms and Building Confidence



Thank you!



Every Mother, Inc.  
Cathy Carothers

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