



Successfully Combining Breastfeeding with Work or School

By
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Getting Acquainted

About me

- o Personal experience
- o Professional experience



Getting Acquainted

About you


- o When returning to work?
- o Work schedule?
- o Pump: do you have one and have you started using it?
- o Bottle: have you chosen what bottles to use and has your baby taken one?
- o Plans for when and where to pump?
- o Feel supported at work?
- o OTHER QUESTIONS?




It is essential to support nursing parents as they return to work or school.



59% of U.S. mothers returned to work during baby's first year.
[U.S. Department of Health and Human Services, 2008]



“Working outside the home is related to a shorter duration of breastfeeding, and intentions to work full time are significantly associated with lower rates of breastfeeding initiation and shorter duration.” [CDC, accessed 2017]



“Low-income women, among whom African American and Hispanic women are overrepresented, are more likely than their higher-income counterparts to return to work earlier and to be engaged in jobs that make it challenging for them to continue breastfeeding.” [CDC, accessed 2017]



Outline

- ✓ Why Continue to Breastfeed after Returning to Work or School
- ✓ Preparing to Return to Work/School
- ✓ Back at Work/School
- ✓ Additional Resources



Why Continue to Breastfeed After Returning to Work or School

- ✓ Baby's Health
- ✓ Nursing Parent's Health
- ✓ Close Bond Between Parent and Baby
- ✓ Expensive Not to Breastfeed
- ✓ Supports Return to Work or School

Why Continue to Breastfeed... Necessary for Baby's Health

- o Provide the necessary nutrition for baby when nursing parent and baby are separated



Why Continue to Breastfeed... Necessary for Baby's Health

o Protection from illnesses

Infants in childcare settings are exposed to more illness

- Respiratory infections
- Ear infections
- Asthma
- Allergies
- Digestive track infections
- Type I Diabetes
- SIDS



Why Continue to Breastfeed... Necessary for Nursing Parent's Health

o Protection for mothers against a variety of health issues increases with duration of breastfeeding

- Breast, uterine, and ovarian cancers
- Diabetes
- Osteoporosis
- Cardio-vascular disease
- ...and more



Why Continue to Breastfeed... Maintains a Close Bond



- o Keeps a special connection between nursing parent and baby even when they are separated
- o Makes it easier to keep breastfeeding when nursing parent and baby are together

Expressing milk during times of separation helps maintain healthy milk production

Why Continue to Breastfeed... Not Breastfeeding is Expensive

- o Formula is expensive

A mother who switches to formula when she returns to work at 3 months spends between \$543 and \$2,404 on infant formula by the time her baby turns a year old. [Bonyata, 2005]

WIC may provide incentives, such as additional food, for nursing parents.

[MO Dept of Health and Human Services, accessed 2018]



Why Continue to Breastfeed... Not Breastfeeding is Expensive

- o Not breastfeeding results in higher medical costs for both nursing parent and baby



Why Continue to Breastfeed... Supports Nursing Parent's Return to Work or School

- o Easier to return to work or school
86-92% of breastfeeding employees returned to work after childbirth compared to national average of 59% [U.S. Department of Health and Human Services, 2008]
- o Less missed work or school
Breastfeeding mothers have up to half the number of 1 day absences of formula-feeding mothers. [U.S. Department of Health and Human Services, 2008]

Why Continue to Breastfeed... Supports Nursing Parent's Return to Work or School

o Lower stress levels

Oxytocin, the hormone which causes the milk to release, "causes a decrease in aggressive and defensive feelings, ..., makes you calmer, ... and may also help with relationships outside your family."

[Mohrbacher & Kendall-Tackett, 2010]



Oxytocin "influence"
mybreastfeedingcartoons.blogspot.com

Preparing to Return to Work or School

- ✓ Planning Maternity Leave
- ✓ Knowing Legal Rights
- ✓ The Employer's Perspective
- ✓ Getting a Breast Pump
- ✓ Testing a Breast Pump
- ✓ Learning to Use a Breast Pump
- ✓ Fitting Breast Pump Flanges
- ✓ Learning to Hand Express
 - ✓ Milk Storage
 - ✓ Introducing a Bottle
- ✓ Educating the Caregiver

Preparing to Return to Work or School... Planning Maternity Leave

- o The longer the maternity leave, the more time mother has to establish breastfeeding before returning to work or school

- o Returning to work or school gradually can help the transition
 - Start back at work or school on a Thursday
 - Start back to work or school part-time

Preparing to Return to Work or School... Know Legal Rights

Section 4207 of the Patient Protection and Affordable Care Act (also known as **Health Care Reform**) amended the Fair Labor Standards Act (FLSA). The amendment requires employers to provide **reasonable break time and a private, non-bathroom place for nursing mothers to express breast milk during the workday, for one year after the child's birth.**

[United States Department of Labor, 2010]

Preparing to Return to School... Know Legal Rights

According to the Illinois General Assembly bill HB2369 public schools are required to **provide reasonable break time and accommodations to express milk or nurse an infant, grant students permission to bring a breast pump to school, provide access to a power source for using a breast pump and a place to store expressed milk. Students may not incur an academic penalty as a result of using these provisions.**

<http://www.ilga.gov/legislation/BillStatus.asp?DocTypeID=HB&DocNum=2369&GAID=14&SessionID=91&LegID=103005>

HANDOUT: Supporting Breastfeeding Students



Preparing to Return to Work... The Employer's Perspective

VIDEO: An Employers Perspective from
the Colorado Breastfeeding Coalition

[\[Colorado Breastfeeding Coalition video\]](#)

Preparing to Return to Work or School...
Getting a Breast Pump

Type of Breast Pump	Frequency of Use (maximum)
Single manual	1 time per week or less
Single electric	2-3 times per week
Double electric commercial-grade or insurance-grade	1-3 times per day
Double electric hospital-grade	More than 3 times per day

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Preparing to Return to Work or School...

Getting a Breast Pump

New or Used

- o A hospital-grade breast pump is FDA approved for multiple users and is durable enough for frequent, long-term use
- o Concerns with used commercial-grade and insurance-grade breast pumps
 - Motor is not designed to last
 - Viruses can be transmitted between users (open system)
 - Yeast can grow inside pump (open system)

Preparing to Return to Work or School...

Getting a Breast Pump

Brand of Breast Pump

- o Not all brands are created equal!
 - If a brand manufactures a hospital-grade breast pump, it is more likely to be a quality brand.
 - If a brand manufactures bottles or infant formula, it is more likely to be an inferior brand.
- o New breast pumps constantly arrive on the market.
 - Ask others for recommendations: a friend, LLL Leader, WIC Peer Counselor, IBCLC. (Note: Online recommendations may not be reliable.)

Preparing to Return to Work or School...

Getting a Breast Pump

Brand of Breast Pump

Consider attributes

- o Adjustable controls for speed and suction
- o Battery pack
- o Built-in bottle holders
- o Closed system – barrier to protect from mold, bacteria, viruses
- o Flange sizes
- o Universal kit – same kit as used for all pumps by this brand
- o Warranty
- o Weight
- o WHO Code Compliant Company

Preparing to Return to Work or School...

Getting a Breast Pump

World Health Organization's International Code of the Marketing of Breastmilk Substitutes, aka The WHO Code

“The primary purpose of the ‘WHO-CODE’ is to protect mothers and babies from the highly effective, aggressive and predatory marketing of substitutes for breastfeeding (i.e. infant formula, bottles, artificial nipples) at the most vulnerable period of their lives, the birth of a new baby.”
(Forbes, 2011)

Preparing to Return to Work or School...

Getting a Breast Pump

Brand of Breast Pump

Available through Medicaid:

- o Ameda Purely Yours
- o Ardo Calypso Essentials
- o Medela Advanced Starter Set
- o Spectra Dew 350

HANDOUT

Medicaid Insurance Pump Comparison



Preparing to Return to Work or School...

Testing a Breast Pump

When To Test a Breast Pump:

- o Pump is used previously
- o Pump not effective in expressing milk
- o Pump seems to be “struggling” or “making funny noises”

Preparing to Return to Work or School...
Testing a Breast Pump

How to test an Electric Breast Pumps

Use a suction gage to assess:

- o Smooth suction curve
- o Suction levels at least -200 mm/Hg

Allow pump to run for several minutes to test motor

VIDEO: Suction Gage

Preparing to Return to Work or School... Learning to Use a Breast Pump

- o Start pumping about a month before returning to work

For practice – pumping is a learned skill!

To store in freezer for first day back and emergency back-up

How much should be stored for the first day back?

One day's worth plus some emergency back-up. For most full-time situations, 30-45 ounces is plenty to have on hand the first day – that amount to about 10-12 bottles for a >1 month-old baby.

Preparing to Return to Work or School... Learning to Use a Breast Pump

- o Most parents will pump for 15-20 minutes



Preparing to Return to Work or School... Learning to Use a Breast Pump

- o Typical output per pumping session varies by **age of baby** and **breast storage capacity**

Pumping output at a missed feeding is at least an average feeding for a baby of that age.

Pumping after breastfeeding will be considerably less

Breast storage capacity = maximum amount expressed at a single pumping session, which is usually the first morning pumping

Preparing to Return to Work or School... Learning to Use a Breast Pump

- o Typical output per pumping session varies by **age of baby** and **breast storage capacity**

Nursing parents with smaller breast storage capacities will not only need to pump more frequently than those with medium or larger breast storage capacities, they may also need to breastfeed more frequently.

Nursing parents with larger breast storage capacities are also more likely to feed from one breast per breastfeeding session.

Preparing to Return to Work or School... Learning to Use a Breast Pump

- Typical output per pumping session varies by **age of baby** and **breast storage capacity**

Breast Storage Capacity	Maximum amount expressed in a pumping session			
	3 days	1 week	2 weeks	>1 month
Smallest				1-2 oz
Small				2-3 oz
Medium	1 oz	1.5 oz	2-2.5 oz	3-5 oz
Large				5-9 oz
Largest				10-15 oz

[Mohrbacher, 2014]

Preparing to Return to Work or School... Fitting Breast Pump Flanges

- Many brands of breast pump have several sized flanges available.
- Having a correctly fitting shield can significantly improve the comfort and output from a breast pump
- Signs that the breast shield may not fit properly:
 - nipple rubbing along the shaft of the breast shield
 - discomfort during pumping
 - inadequate output from the pump

[Kassing, 2011]

Preparing to Return to Work or School...
Fitting Breast Pump Flanges

VIDEO: Flange-fitting

<https://www.youtube.com/watch?v=68mPSvtdhcU&list=PL9hKPtJid7hT8aEBCxJTN9GgylAhz7kCl&index=3>

Preparing to Return to Work or School...
Learning Hand Expression

- o Mothers who hand express have improved breastfeeding outcomes [Flaherman et al, 2011]
- o Hand expression can help mothers to increase pumping output
- o Hand expression is your emergency back-up system


VIDEO: Hand Expression

[video clip of hand expression]

Preparing to Return to Work...
Milk Storage

Storage Location	Maximum Storage Time
Room temperature	4 - 8 hours
Insulated cooler bag	24 hours
Refrigerator	3 - 8 days
Freezer (compartment of refrigerator with separate door)	3 - 6 months

HANDOUT: Storing Milk for Your Healthy Full-Term Infant



Preparing to Return to Work... Milk Storage

- o Label storage container (bag or bottle) with nursing parent's name and the date the milk was expressed
- o Store milk to be frozen in small containers (2-3 ounces)



Photo used under Creative Commons from hoi polloi

Preparing to Return to Work... Introducing the Bottle

- o Start with an appropriate bottle/nipple
Slow flow, Narrow base



wide base = narrow gape



narrow base = wide gape

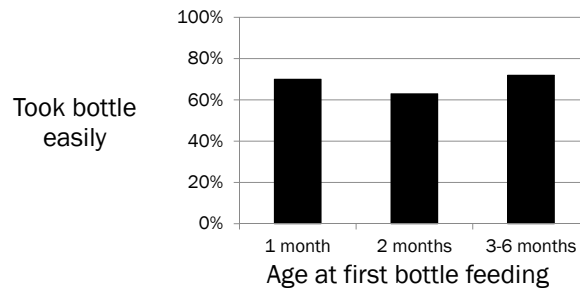


Preparing to Return to Work... Introducing the Bottle

∅ Introduce the bottle after baby has been breastfeeding *well* for 3-4 weeks [Mohrbacher, 2010]

Too early can disrupt the breastfeeding relationship
Most babies will readily accept the bottle regardless of their age when it is introduced [Kearney & Cronenwett, 1991]

Preparing to Return to Work... Introducing the Bottle



Preparing to Return to Work... Introducing the Bottle

- o Babies will generally transition to the bottle more easily when:

Nipple is slow-flow
Nursing parent is not around
Baby not too hungry



Preparing to Return to Work... Introducing the Bottle

- o Some babies take to the bottle without difficulty and others need some coaxing. Be ready to experiment:

Different brands of bottle nipple
Different positioning
Different temperatures



HANDOUT: When Baby Refuses the Bottle

www.bigstockphoto.com

During Maternity Leave... Educating the Caregiver

- o Provide caregiver with milk storage guidelines

HANDOUT: Storing Milk for Your Healthy Full-Term Infant



- o Ask caregiver to use refrigerated milk before frozen milk (unless frozen milk is about to expire)

Some of the beneficial properties of the milk are lost during freezing

During Maternity Leave... Educating the Caregiver

Suggest caregiver bottle-feed in a way that supports breastfeeding:

- o Feed when baby exhibits hunger cues, rather than on a schedule
- o Do not feed a hungry baby if nursing parent is arriving soon. Offer distraction or pacifier instead
- o Use upright bottle-feeding



HANDOUT: Bottle-Feeding a Breastfed Baby: Ideas for Day Care and Others



Back at Work or School

- ✓ Creating a Plan for Expressing Milk
- ✓ Determining How Much Milk Baby Will Need
- ✓ Preventing Caregiver from Feeding More than Necessary
 - ✓ Ideas for Expressing More Milk
 - ✓ Making Pumping More Comfortable
 - ✓ Making Pumping More Convenient

Back at Work or School...

Determining How Much Milk to Provide

A baby 1 to 6 months old typically consumes 25-30 ounces of milk per day [Butte et al., 1984; Hurst & Meier, 2010]

In simple terms, **a baby requires just over an ounce per hour of separation**, depending upon how frequently they are nursing when parent and baby are together.

Back at Work...

Creating a Plan for Expressing Milk

- o Pumping typically takes 15-20 minutes (double pumping)
 - Allow time to set-up and put away breast pump
 - Allow travel time to pumping location

- o Plan to pump 2-3 times during a 9-10 hour separation
 - Frequency of pumping depends on the mother's breast storage capacity [Mohrbacher, 2011], effectiveness of the breast pump, etc.

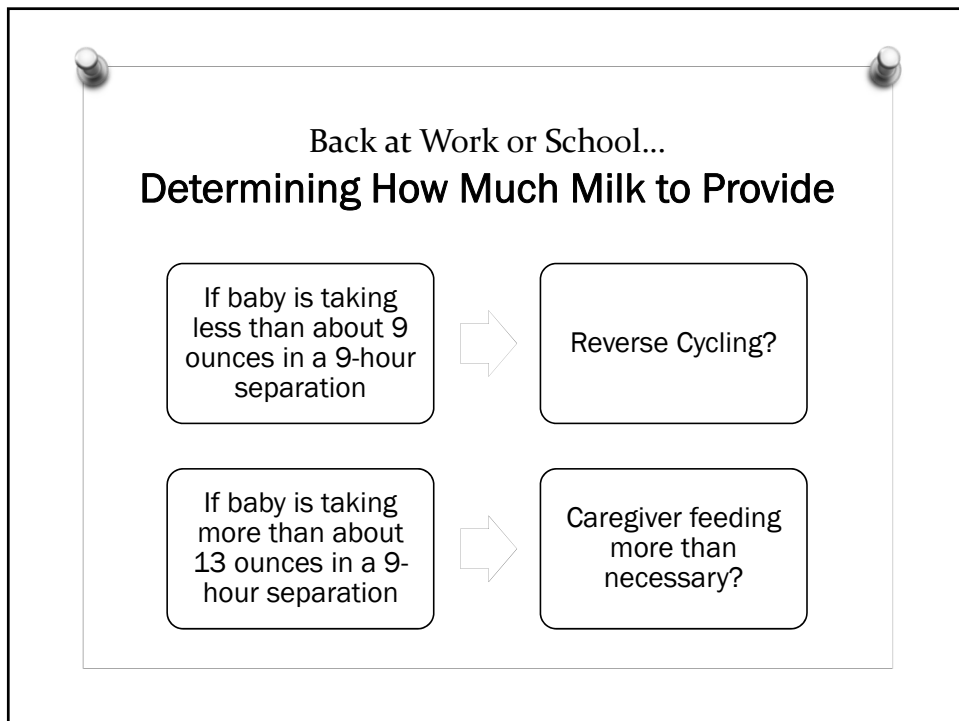
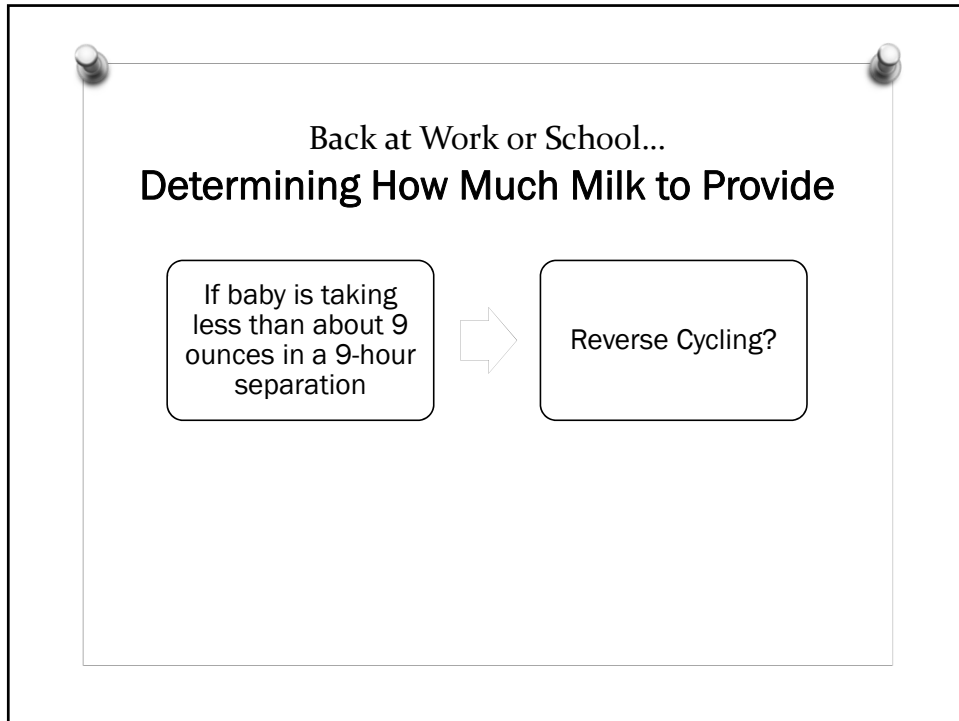
Back at Work...

Creating a Plan for Expressing Milk

- o Nursing parents with a smaller breast storage capacity will need to pump more often than those with larger breast storage capacities

Breast Storage Capacity	Maximum amount expressed in a pumping session for babies >1 month
Smallest	1-2 oz
Small	2-3 oz
Medium	3-5 oz
Large	5-9 oz
Largest	10-15 oz

[Mohrbacher, 2014]



Back at Work or School...
Avoiding Caregiver Feeding More Than Necessary

- o Offer no more than 4 ounces in a bottle. A typical feeding for a baby 1 to 6 months old is 3-4 ounces [Mohrbacher & Kendall-Tackett, 2010]
- o Keep bottle-feeding slow-flow so that baby's brain will have time register a full tummy: Use a newborn or slow-flow nipple on the bottle regardless of the baby's age. [Kassing, 2002]

Back at Work or School...
Avoiding Caregiver Feeding More Than Necessary


- o Allow baby to control how much she is eating by using upright bottle-feeding and listen to baby's cues about when to end the feeding.
- o Avoid throwing away milk. If the baby does not finish a bottle, then put it in the refrigerator until the next feeding. [Brusseau, 1998]



Back at Work...

Avoiding Caregiver Feeding More Than Necessary

- o If baby is hungry and nursing parent is expected to arrive within 15 minutes, offer a pacifier or another distraction to help baby wait until nursing parent arrives and can breastfeed.

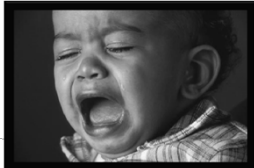


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Back at Work...

Avoiding Caregiver Feeding More Than Necessary

- o If baby is eating solid foods, then caregiver can give baby all or most of the solids while baby exclusively breastfeeds at home.
- o If baby is communicating that she really needs more milk than the data above indicate, then that is what she needs.



Back at Work or School... Ideas for Expressing More Milk

o Express more often

During separation: If nursing parent is expressing less frequently than approximately every 2.5 hours, then increase the frequency of pumping if possible

While at home: Add a pumping session at home – first thing in the morning after (or while) nursing baby often works well

Back at Work or School... Ideas for Expressing More Milk

- ### o For nursing parents who leak from the breast they are not nursing from, collect milk for that breast while nursing:

Haakaa silicone hand pump



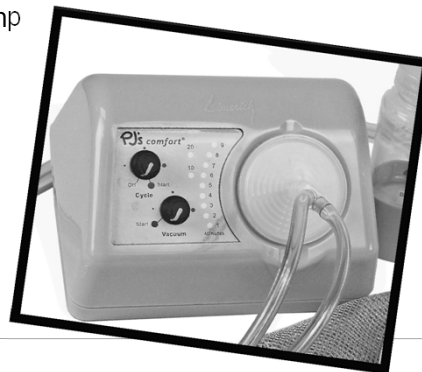
Back at Work or School... Ideas for Expressing More Milk

- Breastfeed more often when nursing parent and baby are together

It is not uncommon for mothers to report a drop in milk production when baby sleeps through the night. Resuming nighttime nursing can help [Kucharczk, 2010]

Back at Work or School... Ideas for Expressing More Milk

- Using the highest suction level that is comfortable will yield the most output from your breast pump



Back at Work or School...

Ideas for Expressing More Milk

- Adjust pump settings to elicit additional milk ejections (let-downs):

Let-down phase: faster cycling, lower suction

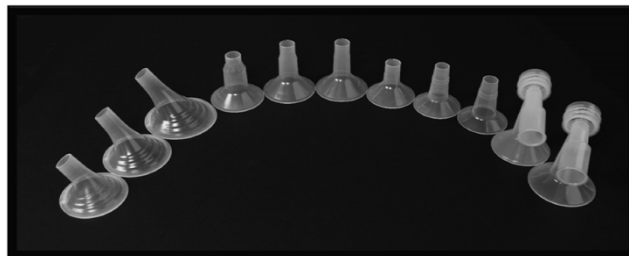
Expression phase: slower cycling, higher suction

Start with let-down phase until milk releases, then switch to expression phase. Once milk flow slows, return to let-down phase and repeat.

Back at Work or School...

Ideas for Expressing More Milk

- Use a properly fitting flange
[Kassing, 2011]



Back at Work or School... Ideas for Expressing More Milk

- o Upgrade breast pump.

 - Replace worn parts (membrane, valve, or gasket depending upon pump)

 - Upgrade to a quality pump

 - Upgrade to a new pump

 - Upgrade to a hospital-grade pump

Back at Work or School... Ideas for Expressing More Milk

- o Massage the breasts before or while pumping

- o Hand express after pumping

Breast massage during pumping and hand expression following pumping can significantly increase milk output

[Morton et. al., 2009 and Jones et. al., 2001]



Back at Work or School...
Ideas for Expressing More Milk

VIDEO:

Maximizing Milk Production with Hands On Pumping from Stanford Newborn Nursery

Back at Work or School...
Ideas for Expressing More Milk

o Sensory stimulation

Any sensory input that reminds nursing parent of her baby will help her milk to flow:

visual – picture of baby

smell – unwashed baby blanket

sound – recording of baby sounds

etc.

Back at Work or School... Ideas for Expressing More Milk

o Distraction

Don't watch the bottles! Cover bottles with a receiving blanket. Read, talk on the phone, use the computer, etc.

o Visualization and Relaxation

Imagine a waterfall or other image
Hypnosis for pumping mothers



Back at Work or School... Making Pumping More Comfortable

o Adjust breast pump settings

o Consider a larger flange [Kassing, 2011]

o Use olive oil, coconut oil, or a slippery nipple cream to add lubrication to the flanges

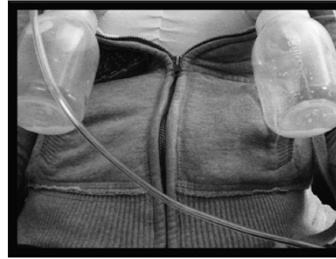
o Consider an alternative style flange, such as Pumpin' Pal.



www.pumpinpals.com

Back at Work or School... Making Pumping More Convenient

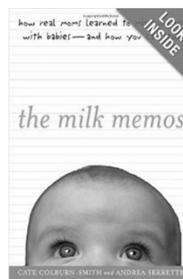
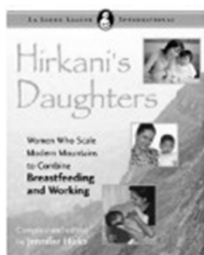
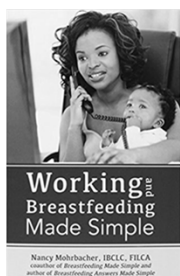
- ◊ Pump Hands-Free
- ◊ Rechargeable pump or battery-pack available for pump



Resources for More Information

- ✓ Books
- ✓ Online

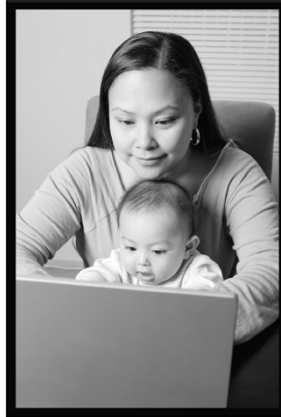
Resources for More Information Books



Resources for More Information Online



Good luck!



www.bigstockphoto.com

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