



Testimonial

“BreastfeedLA is a professional organization specializing in transforming the workplace into a safe haven for mothers returning to work who wish to continue to provide breastmilk to their child. They become part of your team, striving to make positive changes to your processes. They were readily available and extremely flexible in providing input and recommendations.”

– Mary Gilmore
Department of Human Resources
County of Los Angeles



Testimonial

“BreastfeedLA has been instrumental in providing us with lactation accommodations expertise and setting up a lactation lounge at our annual CAHR Conference. BreastfeedLA is a very valuable resource to learn about lactation accommodations policies, and help protect our members from violating regulations. Through this partnership, we are now able to provide the best possible experience to our members, and as a result, we have increased the added value to our member services.”

– Brian Allain, Professionals in Human Resources Association (PIHRA)

County of Los Angeles

Challenge

New legislative changes mandated lactation accommodation changes in the workplace that employers had to meet. Multiple legal requirements had to be made quickly by the time the law came into effect. County of Los Angeles was in need of a partner with lactation accommodations expertise to get the space and policies up to code.

Response

BreastfeedLA joined the County of Los Angeles' internal team as a partner to oversee the lactation accommodations program. BreastfeedLA provided policy implementation, staff trainings, resource support, and on-site expertise on for lactation spaces in non-traditional office environments. BreastfeedLA attended mandatory on-site inspections for all office sites to ensure the rooms provided all the necessary accommodations for breastfeeding mothers.

Result

The County of Los Angeles now offers a positive, encouraging, and supportive atmosphere that provides appropriate and flexible lactation accommodations. New mothers returning to work are immediately introduced to the lactation accommodations program. This is marketed as a part of their benefits package to attract good talent to the county.

Professionals in Human Resources Association (PIHRA)

Challenge

Prior to partnering with BreastfeedLA, PIHRA did not provide lactation accommodations support for participants at their annual California HR (CAHR) Conference. PIHRA did not have the expertise to advise their members on lactation accommodations and the corresponding laws.

Response

BreastfeedLA partnered with PIHRA to bring lactation accommodations to their members at the annual conference, and to their respective companies. BreastfeedLA created a strategy for lactation accommodations at each unique convention space and executed it, physically identifying and outfitting the lactation space to be in compliance with best practices and regulations.

Result

For five years in a row, BreastfeedLA has identified and implemented a lactation space at the annual CAHR Conference unique to each location. BreastfeedLA has consulted PIHRA and their members on the benefits and importance of lactation accommodations as well as how to implement at their companies. The lactation space was well utilized, in some cases, for multiple years in a row. Members were provided sample lactation accommodations policy to implement at their companies, and lactation accommodations support was offered to members on PIHRA's website.

Workplace Lactation Accommodations Professional Services

Return on Investment

Supporting your breastfeeding employees **saves money**

Employers play a vital role in supporting breastfeeding mothers once they return to work. Without adequate workplace support, breastfeeding mothers are more likely to give up on breastfeeding, posing serious health risks to both the mother and infant, and financial risks to the employer.

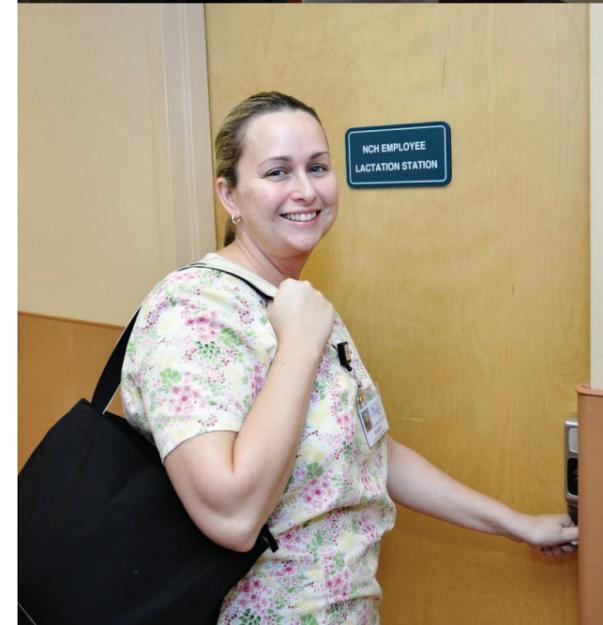
Supporting breastfeeding moms at work is not only the legal and right thing to do, but it will also result in bottom-line benefits to your company. Businesses that invest funds in support services for employees have experienced a 3:1 Return on Investment (ROI). This includes such bottom-line benefits as lower employee absenteeism and turnover, increased health care savings, improved employee productivity, loyalty and retention and industry-competitive benefits for new recruits.

About BreastfeedLA

BreastfeedLA is one of the nation's foremost agencies on lactation accommodations, and the local authority on lactation accommodations policy and implementation.

Since 1994, BreastfeedLA has been dedicated to improving the health and well-being of infants and families in the Los Angeles community through education, outreach, and advocacy to promote and support breastfeeding.

BreastfeedLA is a non-profit organization that works with local, state and federal organizations and integral partners to increase breastfeeding rates in Los Angeles County.



Bottom-line Benefits

Lower Absenteeism Rates

When babies are breastfed, they are healthier, and their parents are less likely to miss work. One-day absences due to illness occur twice as often among parents whose infants are not breastfed. CIGNA Insurance Company saved \$60,000 a year in lower absenteeism rates among women whose babies were breastfed (U.S. Department of Health and Human Services).

Higher Retention Rates

Research shows that women who receive support to express milk at work are more productive and loyal to the company. They are also more likely to return from maternity leave, and not further extend their leave.

Increased Health Care Savings

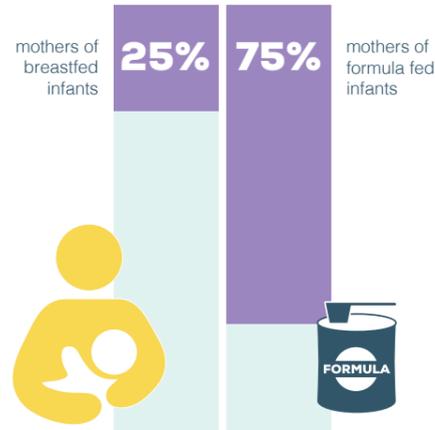
The reduced health care costs for breastfed infants and their mothers (breastfeeding lowers the rates of certain women's cancers) translate into lower medical insurance claims for businesses. CIGNA conducted a 2-year study of 343 employees who participated in their lactation support program, and found that the program resulted in an annual savings of \$240,000 in health care expenses, 62 percent fewer prescriptions, and \$60,000 savings in reduced absenteeism rates.³

Higher productivity and loyalty

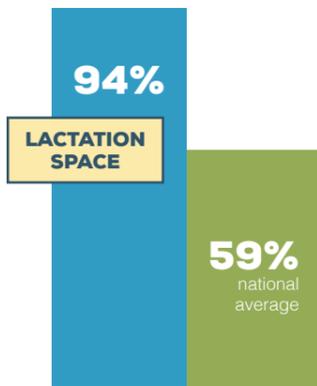
Employees whose companies provide breastfeeding support consistently report improved morale, better satisfaction with their jobs, and higher productivity. They also feel the support eases their transition back to work and enables them to return from maternity leave sooner.⁴

1. Cohen R, Mrtek MB & Mrtek RG. (1995). Comparison of maternal absenteeism and infant illness rates among milk expression among breastfeeding and formula-feeding women in two corporations. *American Journal of Health Promotion*, 10 (2), 148-153.
2. Ortiz J, McGilligan K, Kelly P. Duration of breast milk expression among working mothers enrolled in an employer-sponsored lactation program. *Pediatric Nursing* 2004;30:111-119.
3. Dickson V, Hawkes C, Slusser W, Lange L, & Cohen R. (2000). The positive impact of a corporate lactation program on breastfeeding initiation and duration rates: help for the working mother. Unpublished manuscript. Presented at the Annual Seminar for Physicians, co-sponsored by the American Academy of Pediatrics, American College Obstetricians and Gynecologists, and La Leche League International, on July 21, 2000.
4. Galtry J. (1997). Lactation and the labor market: Breastfeeding, labor market changes, and public policy in United States. *Health Care Women Int.*, 18, 467-480.

Percentage of infant illnesses requiring 1-day maternal absence from work¹



Retention rate for employees of companies with lactation support services²



Employers of every size should have a plan-of-action in place for parenting employees. We recommend that all employers have a written lactation accommodations policy in place for their employees. This ensures continuity and minimizes risk of employee complaints.

Each business should assess the needs of women working for the company. Federal law does not require that businesses have a permanent dedicated milk expression room. If there are not enough women to justify a permanent room, many flexible options can be considered.

BreastfeedLA can help identify the most cost-effective approach based on the number of employees at your company.

Does your company need lactation accommodations?

More info at breastfeedla.org/at-work

Professional Advantages

Work with the experts.

Save your company valuable time and resources trying to navigate state and federal lactation accommodations laws. We know the ins and outs of the laws and can help your company comply much quicker and more fully, reducing risk and allowing you to focus on other organizational priorities.

BreastfeedLA is one of the nation's leading breastfeeding task forces, and we have provided lactation accommodations services to some of the most influential and largest employers in Southern California including the Los Angeles Convention Center, the County and City of Los Angeles and a major health care provider.



breastfeedla.org
bfworks@breastfeedla.org
323-210-8505

Professional Services Menu

Contact us for pricing

Lactation Accommodations Policy

Description

A policy helps ensure that all employees have protocols to follow and guide their decision-making. Both the employer and the employees are better protected with documented procedures in place.

Details

We'll help you draft an entirely new policy that fulfills federal and state legal requirements. If your organization already has a policy, we'll help review and improve it to comply with the laws and best practices.

Lactation Space

Description

A dedicated, private and accessible space that has the basic essentials including an outlet, place to sit and access to a nearby water source is crucial for a working mother.

Details

We'll work with you to designate and ensure the space identified for breastfeeding employee's use is in legal compliance and incorporates best practices. We can assist identifying flexible and permanent spaces in your buildings and outfitting the space to meet your budget.

Implementation and Training

Description

A policy is not effective without sufficient communication, training and access to it. All management should be trained on the rights and policies, and all staff trained on the work-place benefits.

Details

We will review laws and legal rights with management, and decision-makers. We will assist with a training plan to inform general staff of the great strides your company has gone to support working families. We will assist in creating training materials, partner with you on a communications training plan and administer training to management and staff.

Mediation

Description

If you experience difficulty accommodating a lactating employee, we can help mediate the case to quickly reach a resolution.

Details

As a neutral party, we'll work with both you and your employee to overcome any challenges and break down communication barriers allowing you to go back to business as usual much quicker.