

Making It Work

Employers Supporting Breastfeeding Families

Checklist for Employers

When an employee requests lactation accommodations, the following checklist can help you plan.

- Discuss the company's lactation policy for supporting nursing women prior to the employee's maternity leave, so you can make any arrangements needed while she is away.
- Praise her! Tell her you will support her decision to breastfeed.
- Assure that her direct supervisor and other relevant managers are aware of her needs.
- Review the employee's typical work/break schedule to arrange for milk expression breaks. (See "Sample Pumping Schedules" in Making It Work: Breastfeeding Moms Returning to Work or School on page 12.)
- Arrange for coverage (such as using "floaters") while she is away from her work station.
- Identify private space that is not a bathroom that is functional for expressing milk. (See "Solutions for Non-Office Environments" on pages 11–15.)
- Seek feedback from the employee and her supervisor.

Studies show the U.S. could save more than \$13 billion in health care costs and save the lives of nearly 1,000 babies if 90% of women nurse their infants exclusively to at least 6 months.¹ The U.S. Surgeon General has issued the Call to Action to Support Breastfeeding, urging employers to provide basic lactation accommodations to help women continue to give their milk to their baby after returning to work.⁶

Would you like to receive recognition for being a breastfeeding-friendly employer? Community partners that are breastfeeding-friendly for patrons and/or employees can apply and receive an award from the North Carolina Breastfeeding Coalition. To learn more and apply, visit: ncbfc.org/business-case-for-breastfeeding-1



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