

Accommodations for Breastfeeding in the Workplace

Listed below are several components of breastfeeding support in the workplace. Not all of them apply to every workplace situation. They are offered as a guide to employers and employees who are considering ways to support breastfeeding as a health behavior. This checklist may be most useful when considered in conjunction with the USBC issue paper *Workplace Breastfeeding Support*.

Facilities

- Space
 - Dedicated, private pumping/breastfeeding room
 - Floating, multipurpose room (space available)
 - Restroom
 - Other (please specify) _____

- Location of facilities
 - Within a 5 minute walk of employee work stations
 - Within a 10 minute walk of employee work stations
 - In another building
 - Other (please explain) _____

- Pumps
 - Multi-user pump provided on site
 - Employer provides pump rental
 - Employer subsidizes pump rental
 - Employer subsidizes pump purchase
 - Employee provides own pump

- Breast pump personal supplies
 - Provided by employer
 - Subsidized by employer
 - Purchased by employee

- Furnishings (check all that apply)
 - Chair, table, sink and use of a dedicated refrigerator
 - Chair, table, sink and use of refrigerator space
 - Chair, table and sink
 - Chair and table
 - Chair
 - Other (please elaborate)

Written company policy

- Maternity leave
 - Paid, > 12 weeks (International Labor Organization Convention 183)
 - Paid, 12 weeks
 - Paid, 6 weeks
 - Unpaid, > 12 weeks
 - Unpaid, 12 weeks (FMLA)
 - Unpaid, 6 weeks

- Other sources of leave
 - Telecommuting
 - Combined use of accrued vacation/sick leave
 - Part-time work
 - Job sharing
 - Flex time
 - Compressed work week

- Other accommodations for breastfeeding mothers
 - Mother brings child to work
 - Care giver brings child to mother for feedings
 - On-site child care with accommodation for breastfeeding
 - Contract with nearby child care center that accommodates breastfeeding mothers

- Breaks for expressing milk or breastfeeding
 - 2 breaks and a lunch period in an 8½ hour day
 - paid breaks for pumping (breaks are not deducted from work time)
 - expanded unpaid breaks

- Workplace education and clinical support
 - hire a skilled lactation care provider
 - contract with a skilled lactation care provider on an as-needed basis
 - provide a list of community resources to employees
 - offer breastfeeding education to partners as well as employees
 - offer breastfeeding education to employees
 - include protection for pregnant and breastfeeding women in company sexual harassment policy and training
 - train all employees, supervisors and co-workers on the policies
 - communicate policy to all pregnant employees