

# Breastfeeding and Employment

Issue	Potential Impact	Possible Solutions
<b>Lack of supervisor support</b>	Lack of confidence in speaking up about breastfeeding needs	<ul style="list-style-type: none"> <li>• Try to speak with supervisors before returning to work to discuss options such as: job sharing, split shifts, or telecommuting; adjusting schedule to allow for pumping/feeding breaks; providing discrete locations for pumping/feeding; possible locations for storing expressed milk.</li> <li>• Seek support from other breastfeeding mothers at the job.</li> <li>• The U.S. Patient Affordable Care Act of 2010 requires that employers provide breastfeeding employees (hourly workers) with support to continue breastfeeding including, 1) a private place that is not a bathroom to express milk and 2) reasonable time to express milk during the workday.</li> </ul>
<b>Lack of space/privacy or working outside</b>	Embarrassment	<ul style="list-style-type: none"> <li>• Place curtains over cubicle entrances.</li> <li>• Use an undisturbed, private location (i.e., empty office, conference room, or break room area).</li> <li>• During breaks, place a sun reflector screen over the car windshield and hang a baby blanket inside the driver and passenger windows. Some personal-use breast pumps have car battery attachments. Additionally, hand expression can be helpful when access to an electric or battery-powered breast pump is not possible.</li> <li>• See Office of Women’s Health website: <a href="#">Supporting breastfeeding mothers at work - employer solutions</a>.</li> </ul>
<b>Irregular work schedule</b>	Reliance on family for childcare who may not support breastfeeding	<ul style="list-style-type: none"> <li>• Talk with family members about bringing baby to worksite for scheduled breaks and meal periods. This can help sustain milk production and helps mom feel close to baby.</li> <li>• Breastfeed often when mom is with baby to protect milk production.</li> </ul>
<b>Inflexible schedule while at work</b>	Leaking, engorgement, and decline in milk production	<ul style="list-style-type: none"> <li>• Practice using a breast pump and start storing milk a few weeks before being away from baby, like returning to work or school.</li> <li>• Breastfeed often when mom is with her baby to protect milk production.</li> </ul>
<b>Lacking refrigeration</b>	Inability to safely store milk	<ul style="list-style-type: none"> <li>• Carry an insulated cooler bag with frozen ice packs to keep milk cool. Refrigerate or freeze milk as soon as possible.</li> <li>• Freshly pumped/ expressed milk may be stored at room temperature for up to 4 hours.</li> </ul>
<b>Job stress</b>	Lack of confidence in working through breastfeeding concerns; inability to relax to bring about a milk ejection reflex	<ul style="list-style-type: none"> <li>• Seek support from other breastfeeding mothers at the job.</li> <li>• Help moms connect with a WIC peer counselor, locate La Leche League or another mother support group in the community.</li> </ul>