

Nebraska's Guide to Lactation Support at the Worksite

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Acknowledgements



The purpose of this resource guide is to help Nebraska employers become educated on the Nebraska laws and standards, learn the benefits of supporting breastfeeding mothers, and receive tools and resources to start or enhance their current breastfeeding support practices.

nesafetycouncil.org/lactation

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*This guide contains clickable links. An electronic copy of this guide is available at:

nesafetycouncil.org/lactation

The Business Case to Support Breastfeeding at the Worksite

The Impact on Business:⁴

- More Productive Workforce
- Lower Health Care Costs
- Decreased Absenteeism
- Increased Loyalty
- Decreased Turnover
- Greater Job Satisfaction and Morale
- Recruiting Benefits

Top Reasons Why Women Discontinue Breastfeeding

- Lack of encouragement or education from their physician.⁵
- Low confidence in their ability to breastfeed.⁵
- Fathers/family outlook and support.⁶

Issues with returning to work.⁵

- Poor Communication of Support
- Space Availability
- Work Schedule Issues or Lack of Flex-Time
- Low Supervisor Support

What's Going on in Nebraska

\$51,000,000

Annual reduction
of healthcare costs
in Nebraska if

60% of babies
were exclusively fed
breast milk
for the first **6 months**.³

87.1%

of pregnant women in Nebraska
intend to breastfeed.²

2-4 weeks after birth

only about **75%**
have **continued** to breastfeed.²

Most women

return to work within the **5-8 week** time frame...
...where **63%** are still breastfeeding.²

Nebraska is the

5th highest state for moms returning to work...
...where **77.4%** return to work.¹



The Benefits of Breastfeeding

Researchers agree that breast milk is optimal for infants because it protects against childhood infections and diseases and may prevent obesity as well as provide health benefits for the mother.⁸

Benefits for:

MOM

- Faster healing recovery from pregnancy and childbirth from the release of oxytocin.⁹
- May help to return to pre-pregnancy weight more quickly.⁷
- Reduced risk for maternal Type II diabetes, breast cancer, and ovarian cancer.⁷

BABY

- Increased immunity from breastmilk rich in nutrients and antibodies.⁹
- Fewer ear infections, respiratory illness, bouts of diarrhea, hospitalizations, and trips to the doctor.⁹
- Reduction in risk for acute otitis media, non-specific gastroenteritis, atopic dermatitis, severe lower respiratory tract infections, asthma, obesity, Type I and II diabetes, childhood leukemia, SIDS, and necrotizing enterocolitis.¹⁰

DAD/FAMILY

- More productive at work.⁴
- Less absenteeism.⁴
- Possible benefit of less financial stress.

COMMUNITY

- If 90% of families breastfeed exclusively for 6 months, nearly 1,000 deaths among infants could be prevented.⁹
- The US Department of Agriculture estimates that a minimum of \$3.6 billion in medical expenses annually would be saved in the United States if the number of children breastfed for 6 months were to increase by 50%.⁹

The American Academy of Pediatrics recommends to breastfeed exclusively for 6 months and continued breastfeeding for, “one year as long as is mutually desired by the mother and baby.”

Employee Rights

Breastfeeding Support is the Law

Time

An employer must provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee needs to express milk.

Space

Employers are required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

Pay

Employers are not required under the FLSA to compensate nursing mothers for breaks taken for the purpose of expressing milk. However, where employers already provide compensated breaks, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for break time.



Lactation Support Laws

Fair Labor Standards Act (FLSA) 2010 ¹¹

The FLSA is a federal law applying to any company of 50 or more employees with regards to lactation support. In 2010, the Fair Labor Standards Act (FLSA) was amended to include protection for breastfeeding employees.

Under this law, an employer shall provide:

- a reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth each time such employee has need to express the milk
- a place, other than a bathroom, that is shielded from view and free from intrusion from co-workers and the public, which may be used by an employee to express breast milk.

An employer shall not be required to compensate an employee for pumping breaks unless they are already providing compensated breaks.

Nebraska Fair Employment Practice Act (LB 627) ¹²

Effective August 30, 2015, companies with 15 or more salaried or hourly employees must comply to making reasonable accommodations for break time and appropriate facilities for breastfeeding or expressing breast milk.

Under the Nebraska FEPA, breastfeeding moms are now a protected class similar to race and disability. Employers cannot discriminate on the basis of color, national origin, religion, sex, disability, marital status, and now an individual who's pregnant, given birth, breastfeeding, or has a related medical condition. Reasonable accommodations for breastfeeding now includes break time and appropriate facilities for breastfeeding or expressing breast milk.

Discrimination in Nebraska includes not making "reasonable accommodations" for breastfeeding employees including time off to recover from childbirth or break time and appropriate facilities for breastfeeding or expressing milk.

*The "15 or more employees" should not hold a business from accommodating mothers. ALL businesses, regardless of size, must accommodate breastfeeding employees unless they can prove undue hardship. However, it's a process to claim undue hardship and finding a solution to accommodate the nursing mother will likely be easier and more successful.

Nebraska State Statute (LB 197) Allow Breastfeeding as Prescribed ¹³

Nebraska was the 48th state to pass a law in 2011 that gives women the legal right to breastfeed her child in any public or private location where the mother is otherwise authorized to be.

Legal FAQ

Under the law, does the company have to provide additional paid break time to pump?

The breaks do not have to be paid. The company must simply allow the employee to use existing provided paid break and paid or unpaid lunch time in accordance to company policy to be able to pump. There are currently no state or federal laws that require companies to provide paid break time during the work day.

What counts as “reasonable break time.”

The FLSA does not define what is legally constituted as a “reasonable break,” as both the frequency and the duration of a pump session will vary by mother. Please view page 14 for more information on adequate time to pump.

Does the room provided only have to be used exclusively for breastfeeding?

The room does not need to be exclusively used for lactation. The room needs to have enough availability to accommodate for the nursing mother(s) when they need to pump. The room must also be private with an internal lock, is not a bathroom, and is comfortable for mom. If the need for a room is low, consider turning a room for a different use into a temporary lactation room for as long as needed.

Is a room considered compliant if it has a shower, toilet, sink, and separate section to pump ?

No. There needs to be a wall separating the toilet and area to pump to provide a barrier and to be considered compliant. A shower/bathtub is acceptable, but the toilet provides an unsanitary environment.

What if the mother prefers to pump in the bathroom?

The mother can pump in the bathroom if she prefers. Let the mother know that a room can be accommodated to her and consider having her sign off on using a bathroom as her preference for the record.

Do we have to provide additional storage (in or out of the lactation room) for pumping parts?

The company does not have to provide storage or lockers for pump parts, but depending on what space is available for her it is ideal to install storage for convenience.

What breastfeeding benefits are included under the Affordable Care Act?

For up to date information on benefits covered under ACA, visit healthcare.gov/coverage/breast-feeding-benefits/. Talk to your broker on lactation benefits included under your plan and opt for plans with supportive lactation coverage.

How do I apply for undo hardship?

Applying for undo hardship is not recommended and is difficult to obtain. There is an application process to apply for undo hardship if accommodating for a lactating mother poses an issue in relation to the size, financial resources, nature or structure of the employer's business. For more information, contact US Department of Wage and Hour division that enforces break time for mothers at 1-800-487-9242 and they will direct you to your local office.

What Your Company Can Do

To support return-to-work mothers:

- Create a Policy and Communicate
- Offer Resources
- Ensure a Physically and Culturally Supportive Environment

How to Decide What Your Company Should Do

Deciding what your company should do depends on your needs and what you already offer. To begin this process, read the following pages on policy, resources, and supportive environment. Follow the steps below for guidance in starting or revamping your company lactation program.

1. Complete the Lactation Support Assessment on page 16.
2. Survey your employees. Talk to mothers that returned to work and current expecting mothers. Ask for their input in designing your policy, programs, and lactation room. A sample needs and interest survey is located on page 15.
3. Determine a budget (lactation room set up, reimbursement for classes, printing packets).
4. Examine departments that would have potential barriers and determine possible solutions for employees that:
 - Frequently spend time offsite
 - Have job duty timing restrictions
 - Travel out of the office or out of town
 - Work on a production line
 - Have space restrictions
5. Determine what programming you will offer with a timeline on implementation.
6. Determine what you will provide to partners of expecting mothers.
 - Expectant mothers packets described on page 10.
 - Information on breastfeeding and the benefits for mom, baby, family, and community.
 - Breastfeeding resources and classes (with discounts or reimbursements).
 - If the spouse is on the company's insurance, provide information on what insurance will provide under their plan (free pumps, reimbursement on classes, etc.).

Resources:

Needs and Interest Survey page 15
Lactation Program Assessment page 16

Policy

Policies are any formal recognition of a proposed rule which is instituted by the management or owner of a company. Policies are important to have in place so that the company can set boundaries protecting both the company and employees. Policies are important to set the standards for your support and what you offer your employees.

A good breastfeeding policy doesn't need to be complex. Follow these steps when putting your policy together or enhancing your current policy.

1. Look at sample lactation support policies from similar industries, company sizes, or businesses in your area.
2. Talk to mothers at your company. Ask them what worked when returning to work and what could be improved. A sample needs and interest survey can be found on page 15.
3. Assess your current policy or start to build one. Use a similar format and tone as other company policies.
4. Include the following essentials:
 - Clearly state that the company supports nursing mothers returning to the workplace and that all staff are expected to do the same.
 - Summarize the legal requirements for complying with the Fair Labor Standard Act and Nebraska Fair Employment Practice Act (LB 627).
 - Define or suggest reasonable break times and state whether these are paid or unpaid.
 - List the private designated locations where a nursing mother can pump.
 - State that the policy will be discussed with expecting mothers prior to their departure on maternity leave.
 - Provide a means for a nursing mother to lodge a complaint if she feels that she is being harassed or discriminated against because of her decision to pump at work.
5. Consider the following additional factors to include in your policy:
 - Flexible return-to-work policy (part-time, job sharing, telecommuting, flex time, etc.).
 - Open the policy to supporting all return-to-work women, regardless of breastfeeding, by offering the flexible return-to-work benefits.
 - Completion of Expecting Mother Form before going on maternity leave (pg. 11).
6. Communicate your policy:
 - Include the policy in the employee handbook, on your intranet, and in your lactation room.
 - Explain the new or revised policy in detail to all staff.
 - Make it clear that all employees are required to provide support and respect to a new mother's breastfeeding needs.
 - Talk with all supervisors and managers and let them know of any new procedures, let them know what is expected of them, and ask for their support.

Resources:

Sample lactation policies on page 8
Expecting Mother Form page 11
Needs and Interest Survey page 15

Return-to-Work Support Policy

[COMPANY] recognizes the important role of women in all operations and strives to provide policies, resources, services, and an environment in support of their continuing employment. In recognition of the well documented health advantages of breastfeeding, [COMPANY] strives to provide the necessary support all employees at all levels to enable breastfeeding employees to express milk during the work hours. [COMPANY] also recognizes the challenges associated to returning to work from maternity leave and aims to support all returning mothers, regardless of breastfeeding, during this process.

Legal Requirements

[COMPANY] follows the Fair Labor Standards Act (FLSA) and the Nebraska Fair Employment Practice Act (NFEPA) that protect employees in regards to breastfeeding rights. Under the FLSA and NFEPA, [COMPANY] will provide reasonable break time and a private and secure location other than a bathroom to pump. Reasonable break time includes the two 15 minute breaks and 30 minute lunch offered to all employees per company policy. Additional break time will be accommodated that will be considered paid so long as employees are utilizing break time efficiently.

Mother's Rooms

There are two designated Mother's Rooms available on first and third floor. These rooms are designated strictly for breastfeeding mothers to express milk. Please use the Mother's Room calendar located on the employee wellness page with access only given to HR and current breastfeeding mothers and coordinate schedules with other mothers using the room. If additional space becomes needed, please see HR.

Expectant Mother Form

All employees will be expected to complete the Expectant Mother Form approximately 2 months before going on maternity leave. This form can be completed as many times as the mother feels necessary before leaving and after returning. The purpose of this form is to make sure HR, the employee, and the supervisor can go through the logistics of breastfeeding support to ease the transition back to work once returned and ensure continued support after returning.

Flexible Work Policy

Flexible work policies will be available within reason of the work duties including permanent change to part-time status, part-time transition, job sharing, telecommuting, and flexible work hours.

Support

[COMPANY] strives to offer support to returning mothers at all levels of the organization. Supervisors and managers are required to aid in the logistics and needs of the mother, within reason of the job duties, to include but not limited to pumping and flexible work scheduling. Should an employee have questions or concerns, please visit HR.

Resources

Resources are the tools you will have in place to support your program and the company in offering a supportive environment for the returning mother.

Consider the following when making adjustments to your lactation program.

1. Provide Expectant Mother Packets of educational materials and local resources to expecting mothers or an employee whose partner is expecting. Find more information on Expectant Mother Packets on page 10.
2. Complete an Expectant Mother Form prior to departure on maternity leave. This form allows the company and the mother to learn about the company policy, resources, and plan the logistics of pumping breaks so that when she returns it is a smoother transition. Find more information on creating an Expectant Mother Form on page 11.
3. Provide a Flexible Return to Work policy (part-time, job sharing, telecommuting, flex time, etc.).
4. Coordinate an onsite childcare program to provide a convenient and cost-effective alternative for employees.
5. Offer company reimbursements or discounts on breastfeeding classes or consultation support with local resources.
6. Provide general resources accessible to all employees on:
 - Education of the benefits of breastfeeding.
 - Local resources and classes for breastfeeding support.
 - Breastfeeding support covered by the current company health insurance.

Resources:

Expecting Mother Packet page 10
Expecting Mother Form page 11
Lactation Rooms page 13
Pumping Breaks page 14

Expectant Mother Packet

An Expectant Mother Packet is a collection of educational materials and resources given to an expecting mother or partner intended to offer education and support with regards to breastfeeding if she so chooses.

Consider the following items to include in your Expectant Mother Packet.

1. Your company's Expectant Mother Form to be filled out in conjunction with supervisor and/or HR member found on page 11.
2. A copy of the Breastfeeding Resources on page 22 and any other educational handouts or resources.
3. Your company's Return-to-Work and Flex Time policies.
4. Information on facility lactation rooms including number of rooms, location, and room scheduling practices.
5. A list of benefits provided by the company's current insurance policy (if the employee utilizes the company health insurance) including:
 - Coverage or reimbursement of breastfeeding classes.
 - Coverage amount for pumps.
 - List of lactation consultants covered by insurance provider.
6. Local resources for:
 - Breastfeeding related classes or support.
 - Pump assistance.
 - Local Board Certified Lactation Consultants (IBCLC). If there is not an IBCLC in your area, seek a Certified Lactation Consultant (CLC) or other lactation professional.
7. Samples or coupons of baby and nursing necessities (no formula please!).

Resources:

Expecting Mother Form page 11
Local Resources page 19-20
Resources for Mom page 22

Expectant Mother Form

The Expectant Mother Form is a document for expecting mothers to complete before maternity leave to better prepare herself, her supervisor, and the company with her lactation needs upon return.

An employee's decision to breastfeed can be both personal and private. An employee may not investigate into her lactation options if she is not comfortable or aware of the support she will receive prior to maternity leave. Planning ahead allows the employee to become aware of the company policy, resources, support she will receive, and ensures a smoother transition.

Make your own customized Expectant Mother Form by including the following items and any additional preparations that would be appropriate for your workplace.

1. Name of Employee
2. Due Date
3. Anticipated Start of Maternity Leave
4. Expected Date to Return
5. I plan to breastfeed when returning to work: (Yes/No/Undecided)
6. Company Breastfeeding Policy
7. FMLA Policy
8. Short Term Disability Information
9. Disclosure statement. "My employer informed me of the resources available to me and the company breastfeeding policy if I so choose to breastfeed after returning to work. I am aware that I may update this form at any time." (sign and date)
10. Complete the following if you plan to breastfeed after returning to work. This section can be updated upon return as needed.
 - Pumping or Breastfeeding Breaks Logistics:
 - Talked with supervisor and arranged break times to pump/feed: (then list the times)
 - Made additional arrangements that are necessary around pump times: (leave blanks to fill in)
 - Location to pump: (list locations of lactation rooms and a blank for room alternative)
 - My supervisor was accommodating and supportive? (Y/N)
 - Do you have any additional comments or concerns around returning to work and being able to pump?
8. HR ONLY
 - HR name, signature, date.
 - HR member followed up with supervisor.
 - Gave Expectant Mother Packet. (checkbox)
 - Gave tour of lactation room or room chosen to use to pump. (checkbox)
 - HR makes a copy and returns signed copy to the employee before expected date of leave.

Environment

Environment refers to the physical environment of the workplace along with the social environment and culture of the work group.

Environmental changes are important to a successful lactation program to ensure a physical place for a mother to successfully and confidently pump as well as create a supportive and welcoming environment.

Consider the following when making adjustments to your lactation program.

1. Provide an appropriate amount of designated lactation rooms per number of employees and demographics. Use the chart below for an approximate guideline then tailor based on:
 - Facility size and layout
 - Number of facilities on company's campus
 - Percentage of childbearing age females
 - Number of employees needed to use the room in past and foreseeable future

Number of Female Employees	Number of Stations Needed	14
Under 100	1	
Approximately 250	2	
Approximately 500	3	
Approximately 750	4	
Approximately 1000	6	
For every additional 1000 employees	6 additional stations	

2. Assign a lactation room when the need arises:
 - For companies that are too small for a designated room.
 - When the existing lactation room is not a convenient location for the mother.
 - For visitors that come onsite.
3. Provide lactation room necessities and amenities discussed on page 13.
4. Offer a welcoming and supportive atmosphere.
5. Ensure supervisors and managers offering support and accommodations in regards to pumping breaks.
6. Provide a Flexible Return to Work policy (part-time, job sharing, telecommuting, flex time, etc.).
7. Accommodate transition back to work if applicable to the job duties.

Resources:

Lactation Rooms page 13
Pumping Breaks page 14

Lactation Rooms

Lactation rooms are any space (other than a bathroom) with an internal lock that can be used to express milk.

Companies are not required to have specific rooms only designated for pumping, however it is encouraged depending on the size and demographics of the company. A room may be used for other purposes as long as there is enough accessibility for the mother to pump at appropriate times throughout the day. Options for rooms should be accessible or could be made available at almost all times in case you have a guest in the building that is needing to pump.

When deciding where to position your lactation room(s), take into consideration:

- Number of employees and visitors
- Demographics (percentage of females in childbearing age)
- Size and structure of your building
- Ease of access for employees
- Sink nearby

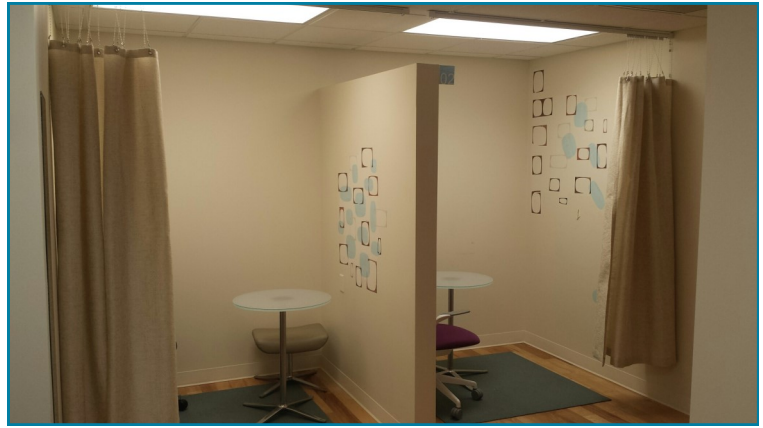
Lactation Room Necessities:

- Clean and sanitary
- Private (inside lock)
- Appropriate signage outside room, especially if the room has multiple purposes
- Comfortable seating
- Table or shelf
- Electrical outlet
- Trash can
- Stress and noise-free environment. Stress and noise can affect pumping. The quieter and more relaxing the environment, the better and more efficient for the nursing mom.
- Sink nearby
- Refrigerator nearby (if not using coolers)
- Room dividers if the room is accommodating multiple mothers at one time

Lactation Room Supportive Amenities:

- Mini-fridge or coolers only for milk or pump parts
- Sink in the room
- Electric pump (be sure to follow guidelines on what parts can and cannot be shared by mothers found on page 21)
- Educational materials and posters on breastfeeding
- Decorations or appealing environment. Soft lighting via lamps
- Wall clock
- Disinfectant wipes/spray and paper towels
- Sign-up sheet or calendar for room use if there are multiple mothers using the room or if the room has multiple purposes
- Computer terminal or workspace
- Bulletin board
- Storage lockers for pumps
- Extension cord to be able to move around the room
- Water cooler nearby

Mother's Room: HDR, Omaha, NE



Pumping or Feeding Breaks

Pumping or feeding breaks throughout the work day help the mother to stay on a breastfeeding schedule. The frequency and duration of pumping sessions will vary by mother and length of time breastfeeding.

You are not required to pay employees for these breaks, unless you already provide compensated breaks, but it is encouraged. Be clear in the breastfeeding policy whether pumping breaks are paid or unpaid.

What Happens During a Pump Break

1. Move to a private space
2. Wash hands
3. Assemble pump parts
4. Pump for 5-15 minutes
5. Dis-assemble and clean parts
6. Store milk
7. Return to work

Factors for Frequency and Duration of Pumping Sessions:

- Nursing mothers typically pump 2-3 times during an 8 hour period depending on the age of the baby. At 3 months, infants typically nurse every 2 - 3 hours with mother's pumping schedule aligning with babies needs. This is a guideline and will depend on the mother and baby.
- It generally takes at least 10-20 minutes to pump plus another 5-10 minutes to get ready beforehand and clean up afterward. Pumping times will vary by mother.
- The frequency and duration may change over time.

Needs & Interests Survey

A Needs and Interests Survey is a useful tool for any wellness program initiative. It allows you to survey employees on their needs and interests in wellness program initiatives before and/or after implementation. Tailoring your program to fit the needs and interests of your employees will ensure for a more successful program.

Below are two sample surveys. Distribute both surveys to your female employees and be sure to tailor the questions to fit the needs of the company. Some employees may complete both surveys if they have pumped when returning to work in the past and plan to grow their family. To preserve anonymity, do not ask for names. If using a web survey provider, inform employees that their answers are confidential.

New or Future Returning Mother

Please complete this survey if you are looking to start or grow your family and would like to provide your feedback on what you would like to see in the [COMPANY] lactation support program.

1. What would you find helpful in supporting your intent to breastfeed before going on maternity leave?
2. In what ways would you like to receive support from your supervisor?
3. In what ways would you like to receive support from your peers?
4. What lactation room amenities would you like to see offered?
5. What workplace benefits would you like to see offered?
6. What do you feel that your key barriers could be when returning to work in regards to pumping?
7. Additional Comments: _____

Previously Returned to Work

Please complete this survey if you have pumped when returning to work at [COMPANY] or any other worksite and would like to provide your feedback on your experience.

1. What did your worksite do in preparation of your leave that was helpful to support continued breastfeeding when returning to work?
2. What would have been helpful to prepare before going on leave to support continued breastfeeding when returning to work?
3. In what ways was your supervisor supportive?
4. In what ways was your supervisor not supportive?
5. Did your supervisor's level of support influence when you decided to discontinue breastfeeding?
 - A. No
 - B. I discontinued earlier than I would have liked.
 - C. I breastfed longer because of their positive support.
6. In what ways were your peers supportive?
7. In what ways were your peers not supportive?
8. Did your peer's level of support influence when you decided to discontinue breastfeeding?
 - A. No
 - B. I discontinued earlier than I would have liked.
 - C. I breastfed longer because of their positive support.
9. What lactation room amenities do you feel would offer more support to return-to-work moms?
10. What were the key barriers during your experience?
11. Additional Comments: _____

Lactation Program Assessment

The following short assessment will help your company determine if adjustments are needed to improve your lactation program.

Consider adjusting your company's lactation program if a respondent answered "no" to any of the following questions.

Lactation Program Assessment Questionnaire

Questions	Yes	No
1. Do you have a written policy on breastfeeding support for employees?		
2. Have you informed supervisors, human resource staff, and employees of the Nebraska Fair Employment Practice Act that requires all employers provide time and space for breastfeeding employees to pump milk at work?		
3. Have you surveyed or talked to mothers for their input on improving support?		
4. Do you provide flexible breaks and/or work options for employees to express breast milk specific to the needs of the employee?		
5. Do you provide access to a breast pump at the worksite?		
6. Do you provide reimbursed or subsidized breastfeeding support groups or educational classes for employees and partners of expecting mothers?		
7. Do you provide local resources or educational materials to your employees via intranet or packet?		
8. Do you provide a breastfeeding planning option for return to work mothers to be completed before they go on maternity leave to ensure a smooth transition?		
9. Do you offer paid maternity leave separate from accrued sick leave, annual leave, or vacation time?		
10. Do you provide a place, other than a bathroom, that is shielded from view and free from intrusion from the public and co-workers, to be used by an employee to express milk?		
11. Do you provide a space for secure storage of pumping equipment during the work day?		

Lactation Program Recognition

Receive recognition for your wellness efforts through the Nebraska Breastfeeding Friendly Business Award!

Nebraska Breastfeeding Friendly Business Award Criteria:

- Offers a welcoming atmosphere that allows breastfeeding mothers to nurse or express milk in a designated location.
- Provides breastfeeding mothers access to a private room, other than a bathroom, for expressing milk or nursing.
- The room has supportive amenities including, but not limited to a comfortable chair, a lock on the door, a small table, and an electrical outlet.
- Provides all breastfeeding employees flexible breaks to express milk or nurse.
- Has an informal or formal breastfeeding support policy.
- Educates all staff to the breastfeeding support policy.

How to Apply

Visit nebreastfeeding.org and complete the online application.

Nominations are ongoing and can be completed by a business representative, employee, or customer.

Questions on the Award or Award Process

Contact the Nebraska Breastfeeding Coalition at nebreastfeeding.org/about-us/contact-us/.



Local Resources Across Nebraska

WorkWell

WorkWell is a non-profit worksite wellness council serving the state of Nebraska with their wellness needs. With 100+ members WorkWell services over 65,000 employees and family members. WorkWell's purpose is to provide wellness support to organizations looking to achieve maximum health and productivity from their employees.

WorkWell can offer your organization assistance and support with your worksite wellness needs including lactation support. For more information on WorkWell, visit nesafetycouncil.org or call at 402.483.2511.

WELLCOM

WELLCOM is a non-profit worksite wellness council serving hundreds of employers in Iowa and Nebraska. They offer programs and events with a dedicated leadership team. Their mission is to partner with employers to deliver wellness programs that impact employee wellbeing and wellness, strengthen the culture and drive business results.

WELLCOM can offer your organization assistance and support with your worksite wellness needs including lactation support. For more information on WELLCOM, visit elevatingwellness.org or call at 402.934.5795.

Panhandle Worksite Wellness Council

The Panhandle Worksite Wellness Council (PWWC) serves the Nebraska panhandle region. They provide a virtual toolbox of services and support with evidence-based programming, training, and resources.

PWWC can offer your organization assistance and support with your worksite wellness needs including lactation support. For more information on PWWC, visit panhandleworksitewellnesscouncil.org.

Nebraska Breastfeeding Coalition

The Nebraska Breastfeeding Coalition is a network of individual members and organizational partners dedicated to improving the health of Nebraskans by making breastfeeding the norm through education, advocacy and collaboration. The coalition works together to share information and partner in activities to increase breastfeeding rates across the state.

Goals of the coalition are to increase communication and collaboration around persons committed to promoting and supporting breastfeeding, ensure that there are state and local laws and policies protecting breastfeeding, increase knowledge, skills, and positive perceptions related to breastfeeding among Nebraska healthcare providers, identify breastfeeding as a vital public health issue, and create and maintain a positive environment supportive and accepting of breastfeeding.

For more information, visit their website at www.nebreastfeeding.org. View their resource page at nebreastfeeding.org/business-of-breastfeeding and employer toolkit at nebreastfeeding.org/business-of-breastfeeding/employer-toolkit.

Nebraska Department of Health and Human Services

Nebraska DHHS has information and resources on breastfeeding benefits, common breastfeeding problems, breastfeeding preparation, skin-to-skin contact, and back to work.

For more information, visit dhhs.ne.gov/breastfeeding or the Nebraska Department of Maternal and Infant Health at dhhs.ne.gov/momandbaby.

Local Resources Across Nebraska

Find out what local lactation support services are available in your community by checking with your local hospitals or health care systems, local public health department, local WIC office, Community Breastfeeding Initiative group, or your local worksite wellness council.

The Community Breastfeeding Initiative (CBI) aims to bring breastfeeding support and resources to local communities across Nebraska willing to engage community stakeholders impacting breastfeeding support. The goal of the CBI is to strengthen community breastfeeding support networks by engaging stakeholders, providing training and connecting local and state breastfeeding advocates. For the most up to date information on the CBI's, reach out to The Nebraska Breastfeeding Coalition.

To find your local health department, check out the DHHS health department page at dhhs.ne.gov/publichealth/Pages/puh_oph_lhd.aspx.



Community Breastfeeding Initiatives

Lincoln Community Breastfeeding Initiative

The Lincoln Community Breastfeeding Initiative serves Lincoln and the surrounding area. The organizer of this initiative is Partnership for a Healthy Lincoln. For a list of local resources, visit healthylincoln.org/initiatives/breastfeeding and click on resources. For more information, visit healthylincoln.org/initiatives/breastfeeding or contact Tami Frank at tfrank@healthylincoln.org.



Norfolk Community Breastfeeding Initiative

The Norfolk Community Breastfeeding Initiative (NCBI) serves the counties of Burt, Cuming, Madison, and Stanton. The organizer of this initiative is the Elkhorn Logan Valley Public Health Department. NCBI hosts quarterly meetings with anyone interested in promoting breastfeeding welcome to join. For a list of local resources, visit elvphd.org/ProgramServices/Breastfeeding. For more information, visit their CBI page at nebreastfeeding.org/cbi/norfolk, website at elvphd.org/ProgramsServices/Breastfeeding or call Nikki Mullanix at 402.529.2233.

Columbus Community Breastfeeding Initiative

The Columbus Community Breastfeeding Initiative serves the town of Columbus and the surrounding area. For a list of local resources, visit their page at columbusbreastfeeding.org/local-breastfeeding-resources. For a list of local classes and support groups, visit their page at columbusbreastfeeding.org/classes-support-groups. For more information, visit their CBI page at nebreastfeeding.org/cbi/columbus, their website at columbusbreastfeeding.org/local-breastfeeding-resources, or contact Diane Ward at 402.562.3277 or Sherilyn Haswell at 402.860.3580.

Aurora Community Breastfeeding Initiative

The Aurora Community Breastfeeding Initiative serves Aurora and the surrounding area. The organizer of this initiative is Memorial Community Health. For more information, visit their CBI page at nebreastfeeding.org/cbi/aurora, website at memorialcommunityhealth.org or contact breastfeeding@mchiaurora.org.

Kearney Community Breastfeeding Initiative

The Kearney Community Breastfeeding Initiative serves the Kearney area. The organizer of this initiative is CHI Health Good Samaritan. For more information, visit their CBI page at nebreastfeeding.org/cbi/kearney or contact Deanne Birkestrand at deannebirkestrand@catholicehealth.net or 308.865.7689.



Lexington Community Breastfeeding Initiative

The Lexington Community Breastfeeding Initiative serves Lexington and the surrounding area. The organizers of this initiative are the Lexington WIC, Lexington Regional Health Center, Family Medicine Specialists, and Lexington community members. For more information, visit their CBI page at nebreastfeeding.org/cbi/lexington or contact Emily Tvrdy at etvrdy@lexrhc.org or Shannon Jeffries at sjeffries@lexrhc.org.

Southeast District Health Department Community Breastfeeding Initiative

The Southeast District Health Department Community Breastfeeding Initiative serves the counties of Johnson, Nemaha, Otoe, Pawnee, and Richardson. For more information, visit their CBI page at nebreastfeeding.org/cbi/sedhd, their website at sedhd.org or contact Brook Chaney at brooke@sedhd.org or 402.274.3993.

Toolkits and Additional Support for Employers

MilkWorks (Lincoln) & MilkWorks O (Omaha)

MilkWorks is a non-profit breastfeeding resource center serving the Lincoln and Omaha areas. Their mission is to create a healthier community by helping mothers breastfeed their babies through expert breastfeeding information, classes, support, consultations and supplies. For more information or to request an onsite business assessment, visit their website at www.milkworks.org or call Lincoln at 402.423.6402 or Omaha at 402.502.0617.

Nurture Omaha

Nurture Omaha is a breastfeeding resource center serving the Omaha area. Their mission is to promote breastfeeding as normal and support breastfeeding mothers wherever they are through information, support, consultations and supplies. They can assist businesses to create lactation rooms, acquire breast pumps for employees, help write policies to include breastfeeding-friendly language, facilitate parent support groups in the work place, and more. For more information or to request an onsite business assessment, visit their website at nurtureomaha.com or call at 402.915.1559.

Business Case for Breastfeeding

This toolkit was developed by the US Department of Health and Human Services. This kit provides steps and resources to support breastfeeding employees. For more information, visit their website at mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/index or find their resources below:

- PowerPoint: mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/outreach/breastfeedingpresentation
- Employer Toolkit: mchb.hrsa.gov/breastfeedingandbeyond/breastfeeding/easysteps
- For Managers: mchb.hrsa.gov/breastfeedingandbeyond/breastfeeding/businessmanagers
- For Mothers: mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/employeeguide

CDC Worksite Health Scorecard

The CDC Worksite Health Scorecard is a worksite wellness evaluation system with one section on lactation support. For more information or to download a copy of the scorecard, visit cdc.gov.

Fair Labor Standards Act and Breastfeeding Mothers Employer Video

This video provides Nebraska specific information on the Fair Labor Standards Act and Employer Solutions. You can view the video in its entirety [here](#) or by going on YouTube and searching Fair Labor Standards Act and Breastfeeding Mothers.

WomensHealth.gov/Breastfeeding—Employer Solutions

WomensHealth.gov provides women with education and resources on breastfeeding along with employer breastfeeding solutions. For more information, visit their employer solutions page at womenshealth.gov/breastfeeding/employer-solutions.

Really? Really. Breastfeeding. Know the Facts. Campaign

Really? Really. is a breastfeeding campaign geared toward providing information for moms on a variety of topics such as the benefits of breastfeeding, the sacred hour, and skin-to-skin. To download free printable infographs or order printed materials, visit their website at reallyreally.org.

Multiple User Pump Guidelines

If you are considering offering a pump for use for employees, follow the guidelines in the links below on what pieces of equipment can be shared and what needs to be provided individually for each mother.

Food and Drug Administration: fda.gov/forconsumers/consumerupdatesucm335261 & fda.gov/forconsumers/consumerupdatesucm335261.

Breastfeeding Resources

MilkWorks (Lincoln) & MilkWorks O (Omaha)

MilkWorks is a Lincoln and Omaha based breastfeeding support and education organization. For a list of resources, classes, lactation support services, and to view their parent page, visit milkworks.org or call Lincoln at 402.423.6402 or Omaha at 402.502.0617.

Nurture Omaha

Nurture Omaha is an Omaha based breastfeeding support and education organization. For a list of resources, classes, and lactation support services, visit nurtureomaha.com or call 402.915.1559.

La Leche League International

The La Leche League of Nebraska is devoted to providing education, information, support, and encouragement to women who want to breastfeed. They provide free support for pregnant and breastfeeding mothers. For more information, visit their website at llofne.org.

Nebraska Breastfeeding Coalition

The Nebraska Breastfeeding Coalition provides information and resources for moms learning to breastfeed. Visit their resource page at nebreastfeeding.org.

Business Case for Breastfeeding: Employee' Guide to Breastfeeding and Working

This toolkit was developed by the US DHHS to support breastfeeding mothers returning to work. For your copy of the toolkit, visit mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/employeeguide.

WomensHealth.gov/Breastfeeding

WomensHealth.gov provides education and resources to breastfeeding moms. For more information, visit womenshealth.gov/breastfeeding.gov.

Your Guide to Breastfeeding

Your Guide to Breastfeeding is a comprehensive guide for mothers with education and resources created by the Office on Women's Health. Download your copy at womenshealth.gov/publications/our-publications/breastfeeding-guide/.

Breast Milk Storage Guidelines

Visit the following link for CDC breast milk storage guidelines, cdc.gov/breastfeeding/recommendations/handling_breastmilk.htm.

KellyMom.com

KellyMom.com is a breastfeeding and parenting support website featuring evidence-based information.

iblce.org & ilca.org

Iblce.org and ilca.org are two websites where you can look up certified lactation consultants in your area.

Stanford School of Medicine

Find education and resources on breastfeeding. Visit newborns.stanford.edu/breastfeeding.

*This digital page contains hyperlinks. Click on the blue links to take you directly to the resource. Find an electronic copy of this page by visiting nesafetycouncil.org/lactation.

Recursos de Lactancia Materna

MilkWorks (Lincoln) & Milkorks (Omaha)

MilkWorks es una organización educativa y de apoyo a la lactancia materna ubicada en Lincoln y Omaha. Para obtener una lista de recursos, clases, servicios de atención de lactancia y ver su página principal, visite milkworks.org o llame a Lincoln al 402.423.6402 u Omaha al 402.502.0617.

Nutrir a Omaha

Nurture Omaha es una organización educativa y de apoyo a la lactancia materna basada en Omaha. Para obtener una lista de recursos, clases y servicios de apoyo a la lactancia, visite nurtureomaha.com o llame al 402.915.1559.

Liga Internacional de La Leche

La Liga de La Leche de Nebraska está dedicada a brindar educación, información, apoyo y aliento a las mujeres que desean amamantar. Brindan apoyo gratuito a madres embarazadas y lactantes. Para obtener más información, visite su sitio web en llofne.org.

Coalición de Lactancia Materna de Nebraska

La Coalición de Lactancia Materna de Nebraska proporciona información y recursos para que las mamás aprendan a amamantar. Visite su página de recursos en nebreastfeeding.org.

Regresando A Trabajar Y Lactancia Materna: Guía para Empleados para la Lactancia Materna y el Trabajo

Este kit de herramientas fue desarrollado por el DHHS de EE. UU para ayudar a las madres en período de lactancia a volver al trabajo. Para obtener una copia del kit de herramientas, visite mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/employeeguide.

WomensHealth.gov/Breastfeeding

WomensHealth.gov brinda educación y recursos para amamantar a las mamás. Para obtener más información, visite womenshealth.gov/breastfeeding.gov.

Tu Guía de Lactancia Materna

Your Guide to Breastfeeding es una guía completa para madres con educación y recursos creados por la Oficina de Salud de la Mujer. Descargue su copia en womenshealth.gov/publications/our-publications/breastfeeding-guide/.

Pautas para el almacenamiento de leche materna

Visite el siguiente enlace para ver las pautas de almacenamiento de leche de los CDC, cdc.gov/breastfeeding/recommendations/handlingbreastmilk.htm.

KellyMom.com

KellyMom.com es un sitio web de apoyo a la lactancia materna y la crianza de los hijos que ofrece información basada en la evidencia.

iblce.org e ilca.org

iblce.org e ilca.org son dos sitios web donde puede buscar consultores de lactancia certificados en su área.

Escuela de Medicina de Stanford

Encuentra educación y recursos sobre la lactancia materna. Visite newborns.stanford.edu/breastfeeding.

Esta página digital contiene hiperenlaces. Haga clic en los enlaces anzules para ir directamente al recurso. Encuentre una copia electrónica de esta página visitando nesafetycouncil.org/lactation.

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The Nebraska Safety Council and WorkWell have over 70 years combined experience working with Nebraska organizations to promote safe and healthy environments in the workplace. Our experienced team of professionals work with more than 500 organizations throughout every corner of Nebraska. These members represent a wide-range of industries, including manufacturing, health care, utilities, agriculture, government, construction, transportation, and more.

We are proud of our long history and good standing across the state of Nebraska. Positive outcomes have been demonstrated in the health and well-being across the state in the areas of tobacco use, physical activity, overweight/obesity, food and beverage vending support, lactation support, and many other health behaviors.

For more information visit our website at nesafetycouncil.org or call us at 402.483.2511.