



Worksite Lactation Support and the Texas Mother-Friendly Worksite Program

Tina Castellanos, MPA, IBCLC –
Texas Mother-Friendly Worksite Program Coordinator



The Public Health Case for Supporting Breastfeeding

How we move the needle to improve breastfeeding outcomes.



Improved Maternal Health

Breastfeeding reduces mothers' risk of:

- Breast cancer;
- Ovarian cancer;
- High blood pressure;
- High cholesterol;
- Heart disease; and
- Type 2 diabetes.

Breastfeeding supports:

- Improved return to pre-pregnancy weight;
- Improved birth spacing;
- Increased bonding between mother and infant; and
- Less time off from work due to lower rates of common childhood infections.



According to medical recommendations, breastfeeding could prevent an estimated...

- 8,487 **heart attacks** and 986 resulting deaths*.
- 5,023 cases of **breast cancer** and 838 resulting deaths.
- 12,302 cases of **Type 2 diabetes** and 473 resulting deaths.
- 35,982 cases of **hypertension** and 322 resulting deaths among U.S. women per year.

*Strong evidence-more studies needed.



Improved Infant and Child Health

Breastfeeding reduces baby's risk of:

- Ear infections;
- Respiratory infections/pneumonia;
- Diarrhea/stomach infections;
- Allergic reactions and asthma;
- Intestinal disease (inflammatory bowel disease, celiac disease);
- Obesity and diabetes;
- Childhood leukemia;
- Necrotizing enterocolitis (NEC); and
- Sudden infant death syndrome (SIDS).

Breastfeeding according to medical recommendations could prevent an estimated...

700 child deaths per year in the U.S., mostly from SIDS and necrotizing enterocolitis (NEC).





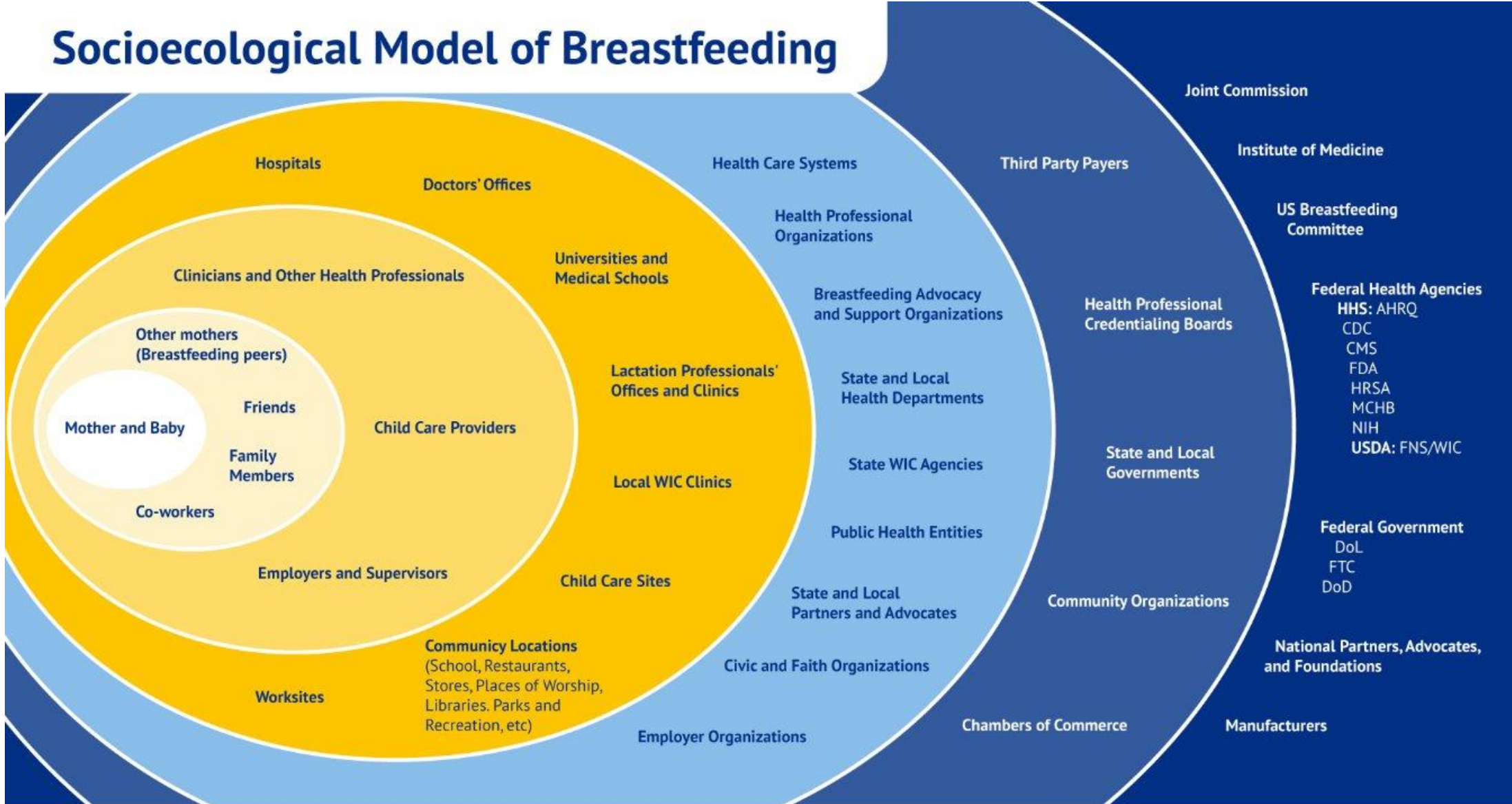
Estimated Economic Impact

- For every 597 women who breastfeed according to medical recommendations, one **maternal or child death** is prevented.
- More than **\$17 billion saved** annually in health care costs and lost productivity.

We All Have a Role in Supporting Breastfeeding



Socioecological Model of Breastfeeding

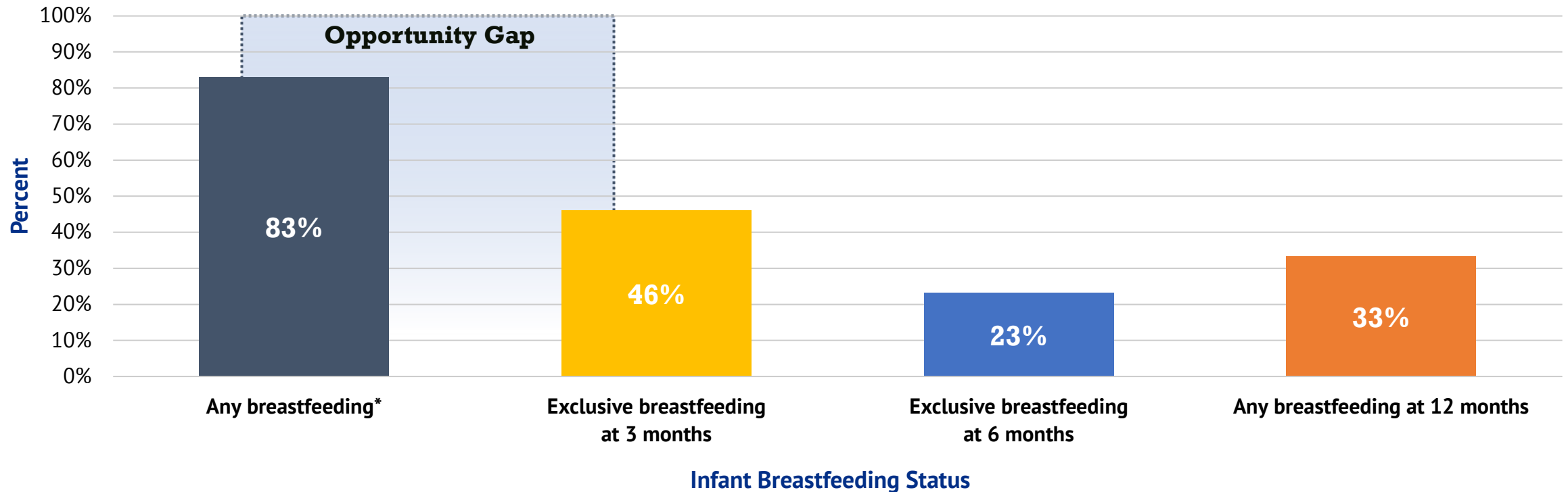


Source: L. Grummer-Strawn, CDC, *The Surgeon General's Call to Action to Support Breastfeeding: The Role of Breastfeeding Coalitions* (2011)

Texas Women Want to Breastfeed



Breastfeeding Among Texas Infants Born in 2021 CDC National Immunization Survey



*Any breastfeeding includes the feeding of any amount of breast milk.



Legal Case for Supporting Breastfeeding



Legal Case

Texas Worksite Lactation Laws

- Texas Health and Safety Code Chapter 165
 - A mother can breastfeed or express breast milk for her baby anywhere she is otherwise allowed to be.
 - Established the Texas Mother-Friendly Worksite business designation.
- Texas Government Code Chapter 619
 - Public employers must have lactation support policies.



Legal Case

Federal Worksite Lactation Laws

- Fair Labor Standards Act (FLSA)
 - Most nursing employees have the right to reasonable break time and a place other than a bathroom that is shielded from view to express breast milk while at work.
 - This right is available for up to one year after the child's birth.
- Providing Urgent Maternal Protections (PUMP) Act, 2022
 - Extended protections for additional employees not previously covered.

The graphic has a purple background. At the top, it asks "Are you covered under the PUMP Act?" in white. Below that, it explains that the PUMP Act gives workers the right to break time and private space to pump breast milk during the workday. It then says "Find out now:" and "Scan the QR code to learn more." with a QR code. To the right is an illustration of a woman with curly hair holding a baby. Below the QR code, it provides the website "dol.gov/pump-at-work" and the phone number "1-866-487-9243". At the bottom left is the U.S. Department of Labor seal, and at the bottom right is the text "Wage and Hour Division U.S. Department of Labor". A small code "WH 0000" is in the bottom right corner.

Are you covered under the PUMP Act?

Thanks to the PUMP Act, more workers have the right to break time and private space to pump breast milk during the workday.

Find out now:
Scan the QR code to learn more.

dol.gov/pump-at-work
1-866-487-9243

 **Wage and Hour Division**
U.S. Department of Labor

WH 0000



Business Case for Supporting Breastfeeding



The Business Case

Employee Impact

- Increased engagement
- Increase morale and productivity
- Retention of experienced employees
- Healthier employees



Business Impact

- Three to one return on investment.
- Lower recruitment and training costs
- Lower medical insurance claims



State Health Impact

- Reduced health care costs
- Investment in community of future employees and managers





The Issue: Employers often don't recognize there is a need for lactation support.

Women are often uncomfortable talking to their employers about lactation breaks.

Employers often do not realize there is a need.



The Issue: Return to work is the leading barrier to breastfeeding among working mothers.

- 62% of women with births in the last 12 months are in the US labor force.
- 56% of Texas Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) working mothers' main reason for early weaning was related to work.



- 63% of Texas WIC working mothers who did not breastfeed reported that the main reason why was their need to return to work.
- 58% of Texas WIC working mothers report not meeting their own breastfeeding goals.

The Solution: Worksite Lactation Support

Work-Life Benefits

- More postpartum employees who return to work;
- Reduced turnover;
- Increased ability to focus on job responsibilities;
- Greater sense of work-life balance; and
- Higher job satisfaction and increased loyalty.

Health Benefits

- Fewer severe childhood illnesses and reduced costs and
- Fewer absences of mothers and fathers.





The Solution in Texas: Texas Mother-Friendly Worksite Program



There are currently over 3,500 worksites designated in sectors such as education, manufacturing, public administration, and more!

What are Texas employers saying?

Employers across Texas have been impacted by significant factors affecting the United States and Texas economy – the pandemic, economic inflation, and disruptions to supply chains. Impacts have varied by industry, and each has had to adapt practices to meet changing demands.





Lactation Policy Requirements

What Are Lactation Breaks?

Basic arrangements that allow mothers to comfortably express and store breast milk and maintain lactation when separated from their babies during the workday.





Why Are Lactation Breaks Important?

Breaks for lactation are like other work breaks to attend to physical needs.

- If lactating employees do not express milk as often as they need, they might:
 - Suffer with pain and discomfort;
 - Feel embarrassed due to leaking milk;
 - Not be able to produce enough milk to feed their baby; or
 - Get sick and need medical treatment.
- Missing even one needed pumping session can lead to lowered milk production and other undesirable consequences.

Texas Mother-Friendly Worksite Designation Requirements

Routine policy communication and active breastfeeding promotion and support are foundations of the TMFW designation.



Break Time and Work Pattern Flexibility

Basic Needs

- Varies, but often two to three 15–20-minute breaks during a typical 8-hour work period (plus time to go to and from the site and set up equipment).

Flexible Options

- Use regular allotted breaks and lunch period.
- Excess time that may be needed can be made up before or after work, as part of lunch period, or at other times negotiated with supervisors.



Accessible, Private Space (Not a Bathroom)

Minimum Requirements for Space

- A place, other than a bathroom, that is shielded from view and free from intrusions by co-workers and the public to allow employees to express milk.
- A temporary space that has been set up to meet privacy requirements will work. *Employers are not obligated to maintain a permanent, dedicated space for nursing mothers.*
- The space provided must contain a place for the nursing mother to sit, and a flat surface, other than the floor, on which to place the pump.



Common Question



Is my organization required to have a lactation room to become designated as a Texas Mother-Friendly Worksite?

Creative Space Solutions

- Small office or storage area spaces;
- Flexible space in a manager's office or employee break area;
- Pop-up tent with chair, table, and battery pack for breast pump;
- Private vehicle with privacy window coverings;
- Indoor office space at a main office, fire stations, police stations, etc.;
- A manager's office; or
- Vacant conference rooms (with a locking door and/or appropriate signage).



Photo credit: OWH Employer Solutions

Access to Hygienic Storage

Hygienic storage may be:

- A personal cooler;
- A small college dorm room sized refrigerator located in the lactation room; or
- A public shared refrigerator like in a break room.

Occupational Safety and Health Administration (OSHA) regulations state breast milk is not an “occupational exposure”.



Access to a Clean, Safe Water Source

- For hand washing and pump equipment hygiene.
- Depending on the industry, creative solutions could be necessary. Example: agriculture workers.



Photo credit: OWH Employer Solutions





Foundational Texas Mother-Friendly Worksite Elements

Supportive Environment

- Best practice- policy language

"In recognition of the well-documented health advantages of breastfeeding for infants and mothers, [Organization Name] provides a supportive environment to enable breastfeeding employees to express their milk during work hours."

Routine Communication of Policy

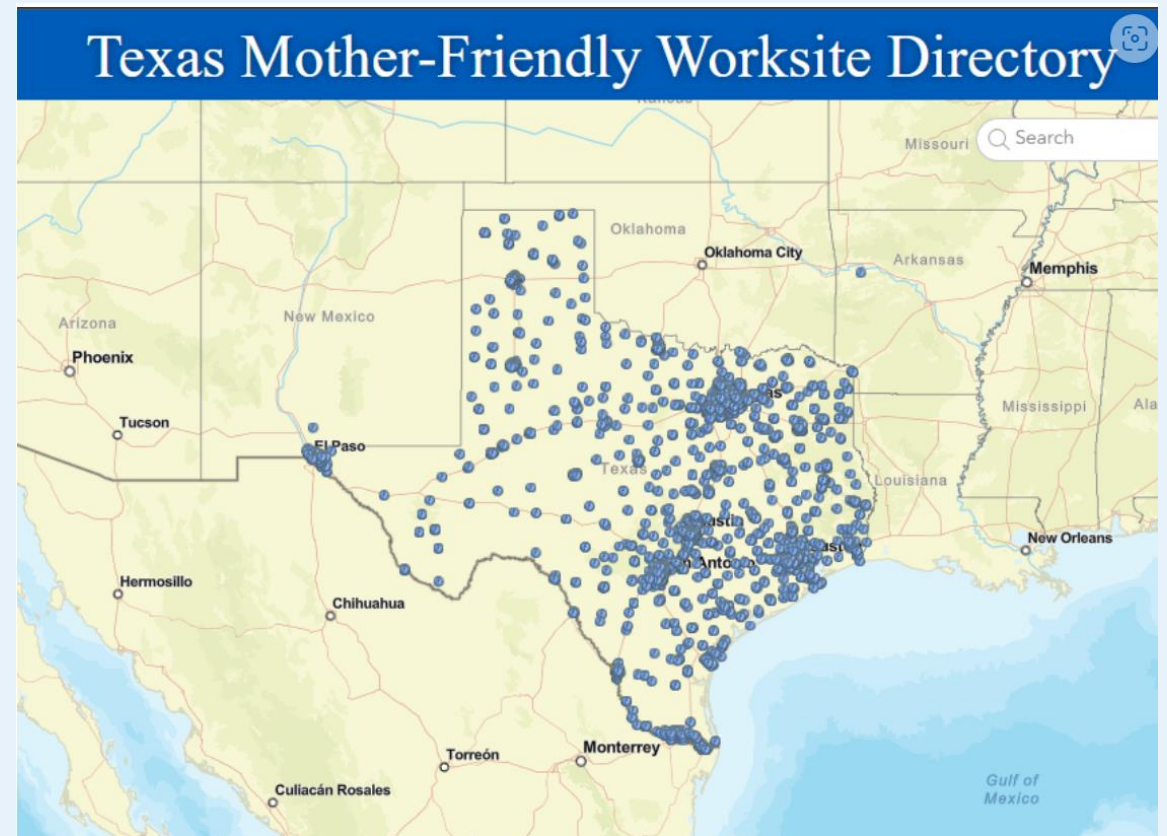
- Best practice- policy language

"[Organization Name] will disseminate the Texas Mother-Friendly Worksite policy to every incoming and current employee in the Organization Name on an annual basis."



Texas Mother-Friendly Worksite Program Benefits

- Access to technical assistance and support from State Program Staff in the Maternal and Infant Health Branch.
- Access to relevant information and resources to support your TMFW program.
- Listing of your designated worksite on the TMFW directory map.
- TexasMotherFriendlyWorksite@dshs.texas.gov



Resources for Employers

- Step-by-step lactation support policy development resources;
- Information on worksite lactation laws; and
- Details on how to apply and application and policy Frequently Asked Questions (FAQs).

Develop Your Lactation Policy

A lactation support policy shapes the culture and attitudes within your organization and reflects a commitment to improving employee well-being.

Your policy should clearly state what your employees can expect from your organization and what your organization expects from them.



Policy Components

The following components should all be covered in your employee worksite lactation support policy. A strong policy is brief and broad—it should be supported by clear procedures that provide specific and clarifying details. Too many details can weaken the overall policy by limiting its scope.

dshs.texas.gov/TexasMotherFriendly

Other Online Resources

- US Office on Women’s Health
 - Lactation break time and space in all industries.
 - Has fact sheets and brief videos about how lactation break time and space can be created in all types of jobs and workplaces.
- US Department of Labor – Pump at Work
- Office on Women’s Health – It’s Only Natural

Lactation break time and space in all industries

Solutions to support nursing moms at work are being implemented in all industry sectors. Specific options vary based on the unique job setting. View brief videos showing how lactation break time and space can be created in all types of jobs and workplaces.



Restaurants and hotels



[View more](#)

Retail and personal services



[View more](#)

Health care



Education



Common Questions

What if I own a small business- do I still need to provide worksite lactation support?



Is the TMFW designation still important if my business has a male-dominated work force?





Your Texas Mother-Friendly Worksite Success Story

Is your workplace a Texas Mother-Friendly designated worksite? How do you think becoming designated as Texas Mother-Friendly could impact your business and other employers in your area?



Photo credit: City of Port Arthur

What can you do by next week?

Take the TMFW Readiness Survey!



Apply for Designation

Apply on the Texas Mother-Friendly Worksite Program Website!

dshs.texas.gov/TexasMotherFriendly

Texas Mother-Friendly Worksite Program

What is the Texas Mother-Friendly Worksite Program?

español

Thousands of Texas employers are committed to supporting their breastfeeding employees when they return to work.

Texas Mother-Friendly Worksites are businesses that support employees who choose to breastfeed their infants. Your business may qualify for designation as a Texas Mother-Friendly Worksite if you have a **written and communicated lactation support policy**.

Your policy should include:

- Work pattern flexibility and break time;
- A private, non-bathroom location(s) to express breastmilk;
- Access to a nearby clean and safe water source; and
- Access to storage options to safely store breastmilk.

Your business may offer extra support, such as educational resources, work-from-home options, onsite childcare, or baby-at-work policies.

If you offer benefits beyond the minimum criteria, you may qualify for **Silver** or **Gold** Designations.

- [About this Initiative](#)
- [For Employers](#)
 - [Policies Matter](#)
 - [Worksite Lactation Laws](#)
 - [How to Apply](#)
 - [Develop Your Policy](#)
 - [Beyond the Basics](#)
- [For Employees](#)
- [For Outreach Partners](#)
- [Texas Mother-Friendly Worksite Directory](#)



Apply Now





New Resources!

- Outreach Partner Guide
 - Includes letter and news article templates
- Outreach Power Point Presentation
- One Page Information Sheets
 - State and Federal Law Handout
 - Quick Facts Guide
- State and National Breastfeeding Resource List
 - Includes fillable side to add local resources



Texas Mother-Friendly Worksite Program

Outreach Partner Guide



Texas Department of State Health Services



Thank You!

Tina Castellanos – Perinatal and Infant Health and Safety Coordinator

TexasMotherFriendlyWorksite@dshs.texas.gov





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