

BREASTFEEDING AND THE WORKPLACE

Lunch and Learn

9/20/18



Indiana University Health



Supporting working Women

- What are some of the Employee Challenges and considerations?

Emotional Considerations

- Competing demands
- Family conflicts/ Sadness
- Fatigue/sleep deprivation
- Fear/guilt- Do not want to cause problems



Workplace Considerations

- Lack of privacy
- Job settings/ work schedule
- Jobs that require physical presence
- Travel
- Schedule disruptions
- Comments from co-workers
- Shyness in discussing needs with supervisor



Basic Needs of Breastfeeding Employees are Minimal

- Time and space to express milk regularly
- Support from supervisors and colleagues
- Information on how to successfully combine breastfeeding with employment
- Access to health professionals who can assist with breastfeeding questions and concerns

Education

- Basic Needs:
- Prenatal information on Breastfeeding
- Attend a Breastfeeding class prenatally
- Postpartum assistance in the hospital, at home, and back to work.

Education

- Utilize the lactation consultant in your area to assist you through the immediate postpartum period.
- Once your relationship is established then utilize the Lactation consultant to work with you to set up an individualized back to work plan

Strategies to return to work

- Anticipate / Plan ahead
- Breastfeed exclusively during maternity leave to insure good supply
- Get help with early concerns from the lactation consultant in your area
- Wait until at least 4 weeks before pumping to insure you have a good supply established

Strategies to return to work (cont)

- 2-4 weeks prior to returning to work start pumping to store milk for later use
- 1 week prior to work have a dress rehearsal then you can adjust your plans as needed
- **Feed baby when you wake up**
- **Get ready for work**
- **Feed baby again before you leave if possible** at home or daycare
- **Pump at your “am” break, Lunch, and “pm” break**
- Schedule pumping on your planner
- Plan for time to clean your pump parts
- Divide milk at home if need be
- **Feed baby as soon as you are both together**

Tips for success

- Return to work part time at first if possible
- Work a 4 day work week
- Job share
- Adjust shifts
- Return during the middle of the week



Tips for success:

- Utilize your senses when pumping
- **Mind/ Feelings:** close your eyes, relax, and imagine your baby nursing, think about your love for your baby
- **Sight:** view baby's photo while pumping
- **Smell:** keep baby lotion, or a clothing item close by so you can smell your baby.
- **Hearing:** listen to recorded coos of your baby, or call babysitter and talk to your baby
- **Touch:** gently massage your breasts or apply warm compresses
- **Taste:** sip a warm drink to relax

Breast Pumps

- Many insurance providers cover the cost of breast pumps
- Best plan is to research this in your pregnancy
- Many hospitals have a durable medical equipment supplier available that sells pumps
- Double pumping will optimize your supply and minimize time

Milk Storage

- 4-8 hours at room temperature
- 4-8 days in the coldest part of refrigerator (not door)
- 6-12 months in the freezer

Storage of Breast Milk

- Initially 1-2 ounces of breast milk per container
- Leave space at the top to allow for expansion during freezing
- Label with name /date/time
- Refrigerate or freeze

Thawing milk...

- Thaw frozen or warm cold breast milk by placing container in warm water
- **Never microwave or use boiling water**
- Breast milk can be defrosted over night
- Gently swirl the container to blend the fat that has separated
- Use thawed milk within 24 hours

Returning to work

- Find out what your work site currently offers
- Talk to your employer about your return
- Plan breaks ahead, aim for 3

Planning ahead

- Establish a good milk supply by breastfeeding 8-12 times a day during your maternity leave
- Practice pumping with a quality pump prior to returning to work
- Begin storing milk
- Gradual return
- Review options for a place to express milk
- Wear clothing that helps with pumping

