




# Becoming a Breast/ Chestfeeding Friendly Business: An Employer Starter Kit



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# **The Business Case for Breastfeeding**

# The Business Case for Breastfeeding

**Becoming a Breastfeeding Friendly Business gives your company bottom line benefits.**

**Lower absenteeism.** One-day absences to care for sick children occur more than two times as often for mothers who do not breastfeed their infants.<sup>3</sup>

**Lower health care costs.** One study found that allowing women to breastfeed for at least 6 months could save over \$3.5 billion in healthcare costs (adjusting for inflation).<sup>4</sup>

**Lower Turnover Rates:** A study of multiple companies with lactation support programs found an average retention rate of 94.2% compared to the national average of 59%.<sup>5</sup>

**Positive Return on Investment:** Employers receive a 3:1 return on investment for every \$1 invested in breastfeeding support.<sup>6</sup>

Additional Benefits Include:<sup>5,7</sup>

- Earlier return from maternity leave (on average)
- Higher employee productivity
- Higher employer loyalty
- Recognition as a desirable workplace for future employees

**IN 2019, 75% OF CONNECTICUT MOTHERS WITH BABIES WERE EMPLOYED.<sup>1</sup>**

*Supporting families who wish to breastfeed their babies and return to work is a WIN-WIN for employees and employers. Under Connecticut state law, all businesses are required to provide breastfeeding employees reasonable break times to pump and a space (other than a bathroom) to express breastmilk.<sup>2</sup>*



## Breastfeeding Friendly Business Basics: Employees Need...

**Time to Express Milk** – The number of breaks and length of time needed to pump will vary for each employee based on their milk supply. Typically, two to three 15-20 minute breaks during a typical 8-hour work period (plus additional time to go to the lactation site)

- Employees can use regularly allotted breaks and lunch period
- Excess time that may be needed can be made up before or after work, or at other times negotiated with supervisors
- Employees may need some flexibility to schedule their breaks at different times based on their milk supply. Their needs will likely change over time as their baby grows.

**Space to Express and Store Milk** - A private and clean area to express milk that has running water, an electrical outlet, and a lock on the door are essential as is a refrigerator (or cooler) to store milk

- **Please Note:** A restroom is NOT a sanitary place to express milk!

**Information** – Provide information about the business's breastfeeding policies and postpartum assistance resources locally

**Support** - From company managers, supervisors, co-workers, and other breastfeeding employees

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# By becoming a breastfeeding friendly business, employers are not only benefiting their employees, but their employees' children as well.

Infants who are breastfed have a lower risk of infections and illnesses, including ear infections, respiratory infections, dermatitis, and gastrointestinal disorders.<sup>9</sup> One analysis found that for every 1,000 babies not breastfed, there is an excess of 2,033 physician visits, 212 days in the hospital, and 609 prescriptions.<sup>9</sup> Infants who are breastfed also incur **significantly less costs** in their primary care, emergency room consultations, and hospital admissions than those who are formula fed.<sup>10</sup>



The health impact of breastfeeding is even greater on infants enrolled in daycare centers.<sup>11</sup> Daycare attendance increases infants' exposure to bacteria and minor infections.<sup>11</sup> One study found that breastfeeding may lessen the effect that exposure to minor infections during daycare has on an infant's risk for developing Type 1 Diabetes.<sup>11</sup> This protective effect of breastfeeding on children in daycare persists well into child's second year of life.<sup>12</sup>

**WOULD YOU LIKE TO MAKE YOUR WORKSITE MORE BREASTFEEDING FRIENDLY?**

**BE ONE OF THE FIRST 10 EMPLOYERS TO APPLY FOR A NEW HAVEN "BUSINESS CASE FOR BREASTFEEDING" EMPLOYER MINI GRANT TODAY AND RECEIVE UP TO \$500 TO MAKE YOUR BUSINESS MORE BREASTFEEDING FRIENDLY!**

**SCAN THE QR CODE TO APPLY:**



**IF YOU WOULD LIKE MORE INFORMATION OR SUPPORT IN GETTING YOUR PROGRAM GOING, WE ARE HERE TO HELP. PLEASE CONTACT:**

MONICA BELYEA, MPH, RD  
CONNECTICUT BREASTFEEDING COALITION  
[MBELYEA@BREASTFEEDINGCT.ORG](mailto:MBELYEA@BREASTFEEDINGCT.ORG)

NATASHA RAY, MS  
NEW HAVEN HEALTHY START  
[NRAY@CFGNH.ORG](mailto:NRAY@CFGNH.ORG)

NEW HAVEN BREASTFEEDING TASK FORCE  
[NHVBFTASKFORCE@GMAIL.COM](mailto:NHVBFTASKFORCE@GMAIL.COM)

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# **Employer Self Assessment**





## Employer Self-Assessment

A well-developed employee lactation support program is a win-win for both employers and employees.<sup>1</sup> The Connecticut Breastfeeding Coalition (CBC) wants to recognize employers who are following state and federal lactation accommodation laws and who ensure all employees who wish to are able to access lactation accommodations.

**To be recognized by the CBC as Chest/Breastfeeding Friendly, an employer must:**

1. Provide an accessible, private space (not a bathroom, shielded from view of public and co-workers, protected from intrusion) that an employee may use to chest/breastfeed<sup>2</sup> or express/pump human milk;
2. Provide employees flexible paid or unpaid break times to express/pump human milk; and
3. Have a written policy or enforceable procedure describing how the organization ensures all employees have access to the above supports.

Use the checklist on page 3 of this document to assess where your organization is currently meeting best-practices and assign champions who can make progress on areas that need improvement. To achieve the CBC recognition, follow the steps in the yellow “Chest/Breastfeeding Friendly” column.

In addition to providing time and space, there are other supports employers may choose to provide that will boost successful outcomes and your Return on Investment. These supports are indicated in the green “Chest/Breastfeeding Advocate” column and should be promoted by your organization in hiring new employees.

If your organization also has publicly accessible space, considerations for opening your space to traveling workers or visitors are outlined on page 4 of this document.

<sup>1</sup> Business Case for Breastfeeding. Office of Women’s Health.

<https://www.womenshealth.gov/breastfeeding/breastfeeding-home-work-and-public/breastfeeding-and-going-back-work/business-case>

<sup>2</sup> Inclusive language terminology and information can be found via National Association of County and City Health Officials & United States Breastfeeding Committee. (2021). Continuity of Care in Breastfeeding Support: A Blueprint for Communities. [www.breastfeedingcontinuityofcare.org/blueprint](http://www.breastfeedingcontinuityofcare.org/blueprint); Appendix pg 71

Before you start, it may be helpful to assess your organization to determine the level of supports you may need once you implement a program.

**Human Resource Considerations:**

- Number of employees of childbearing age.
  - Birthing people (of any gender who would carry and birth the baby).
  - Partner/support people (who would take time off, might also be able to lactate/feed baby).
- Number of pregnancies among employees annually.
- Chest/breastfeeding rates of employees (if known).
- Current turnover rate among employees who take parental leave following the birth of a child.
- Current rates of absenteeism among new parents.

**Additional considerations as you develop your employee lactation support program:**

- Is there funding available to develop an employee lactation support program?
- What community resources and partners are available to assist in developing a lactation support program and/or to provide direct services to chest/breastfeeding employees?
- What in-organization promotion options are available? Do materials and messages represent the culture and diversity of employees? Are all levels of employees represented?
- Other amenities to provide for a comfortable lactation environment: A comfortable chair, a small table near the outlet, telephone, computer, a radio or other equipment to play music.

Visit the CBC website for links to additional resources and sample policy:

<https://www.breastfeedingct.org/work-sites.html>

<https://www.breastfeedingct.org/resources.html>



## CT Breastfeeding Friendly Worksite Self-Assessment Checklist<sup>3</sup>

**Policy:** A policy ensures that the lactation support program is accessible and available to all employees in every department and job class and is supported at all levels of the organization. Additional resources for developing your policy can be found on the CBC website: <https://www.breastfeedingct.org/work-sites.html>

Progressing	Chest/Breastfeeding Friendly	Chest/Breastfeeding Advocate
<input type="checkbox"/> No current chest/breastfeeding policy established. <input type="checkbox"/> Informal policy that is not written or regularly communicated with employees. <input type="checkbox"/> We have a written policy that is not regularly distributed or communicated.	<input type="checkbox"/> We have a written chest/breastfeeding policy that is distributed at least once a year. <input type="checkbox"/> Policy information is provided to all new hires	In addition to a written policy that is distributed annually and to all new employees; <input type="checkbox"/> We provide Paid Leave, FMLA, or disability insurance for parental leave <input type="checkbox"/> We have policies that allow for gradual return from parental leave <ul style="list-style-type: none"> <li><input type="checkbox"/> Part-time employment</li> <li><input type="checkbox"/> Job-sharing</li> <li><input type="checkbox"/> Telecommuting</li> <li><input type="checkbox"/> Flextime</li> <li><input type="checkbox"/> Other</li> </ul> <input type="checkbox"/> Employees have access to support from a Lactation Consultant. <input type="checkbox"/> Employees have access to prenatal and chest/breastfeeding education such as written materials or formal classes.

**Time:** Workplace flexibility: paid or unpaid break times.

Progressing	Chest/Breastfeeding Friendly	Chest/Breastfeeding Advocate
<input type="checkbox"/> There are significant barriers to employees scheduling break times to allow time to chest/breastfeed, express, or pump milk during the workday.	<input type="checkbox"/> There are few or no barriers to employees scheduling break times to provide time to chest/breastfeed, express, or pump milk during the workday.	In addition to no scheduling barriers for breaks to pump during work hours, <input type="checkbox"/> Employees can bring chest/breastfeeding babies to work with them <input type="checkbox"/> Childcare is available and accessible to employees and accommodates chest/breastfeeding.

**Space:** Accessible, private space other than a bathroom

Progressing	Chest/Breastfeeding Friendly	Chest/Breastfeeding Advocate
<input type="checkbox"/> There are no designated lactation spaces available	<input type="checkbox"/> A lactation space has been identified and is available as needed <input type="checkbox"/> There is an electrical outlet in the lactation space available for use. <input type="checkbox"/> Employees have access to sink near the lactation space. <input type="checkbox"/> The lactation space is wiped down using sanitizing spray by the employee after each use and is included in the regular rotation of cleaning by designated janitorial staff.	In addition to the designated lactation space(s), <input type="checkbox"/> Refrigerator space is prioritized for human milk storage and is in proximity to the location space. <input type="checkbox"/> Chest/breastfeeding-friendly messaging and/or graphics are around the workplace. <input type="checkbox"/> The organization provides an electric breast pump for use on site. <input type="checkbox"/> Additional amenities have been added to the lactation space to create a comfortable environment.

<sup>3</sup> Adapted from Colorado Breastfeeding Coalition





## Public Space Lactation Accommodations

Some worksites also have public spaces where traveling workers and other members in the community who need a lactation/pumping space could be welcomed. Please consider offering such an opportunity to workers such as State Police, Emergency Medical Technicians, Home Visiting staff, employees of other organizations, or any others who may be on site for meetings or other work-related activities or may be traveling through your community for work. Some considerations to make space available for pumping:

1. **Designate space.** Will it be the same space your employees are using, or will it be a different space? Will the space be solely for lactation accommodations or multi-use/flexible space?
  1. Space should be shielded from view and free from intrusion by others (e.g., have a lock).
  2. Space cannot be a restroom or bathroom stall.
  3. Space should have an outlet, comfortable seat, and a flat surface to place equipment on.
2. **Maintain sanitary conditions.** How will the space be cleaned and sanitized between users? Who will be responsible for the cleaning? Will you provide sanitizing wipes for the table? Is there a sink nearby that users can access to wash their hands and clean their equipment? Will you provide hand sanitizer?
3. **How will visitors access the space?** Will reservations be needed, or will it be first-come, first-served or drop-in? Who will assist in reserving the space and showing the visitor how to access it?
4. **How will potential users know about the space and the amenities available (e.g., sink, or reservation options)?** In-house promotion options as defined in the employee lactation support program should be used to ensure all employees are able to support the use of the space. Outside promotion to traveling workers and families in your community may include sharing your program with local chest/breastfeeding coalitions, newspapers, on social media, and Mom's Pump Here app.
5. **Will the space be included in your organization's lactation policy?** Consider developing a space use policy to ensure equitable access to the space.

Remember that visitors have the right to chest/breastfeed their baby in public. CT law guarantees the right to chest/breastfeed in any public space. A designated lactation space is meant to support those who need to pump milk for their baby or may request a private space in which to feed their baby.

**Families cannot be required to feed their babies in the designated space if they prefer to feed in the public space.** Please visit <https://www.breastfeedingct.org/laws.html> for more information about federal and state lactation laws.



# **Sample Employee Lactation Support Policy**



## **SAMPLE**

### **Employee Lactation Support Policy<sup>i</sup>**

#### POLICY

To provide reasonable break time to nursing/lactating parents in order to chest/breastfeed<sup>ii</sup> their infant or express human milk.

#### PURPOSE

In recognition of the well-documented health advantages of human milk for infants and parents, and to comply with federal and state law, \_\_\_\_(employer name)\_\_\_\_\_ provides a supportive environment to enable chest/breastfeeding employees to either directly feed or express their milk during work hours.

#### COMPANY RESPONSIBILITIES

Employees who choose to continue providing their milk for their infants after returning to work shall receive:

1. Milk Expression Breaks: Employees can use normal break and meal times for the purpose of chest/breastfeeding or to express milk (AKA pumping). For time that may be needed beyond the usual break times, employees may use personal leave, make up the time, or other reasonable accommodations as negotiated with their supervisor. The frequency and duration of breaks will likely vary, depending on the needs of the individual.
2. A Place to Express Milk: A private space (not a bathroom) shall be available for employees to chest/breastfeeding or express milk. An employee Lactation Room is located \_\_\_\_\_. Employees within the main building or at off-site locations who are not able to logistically utilize the Lactation Room may also chest/breastfeed or express milk in their own private office, or in other comfortable locations agreed upon in consultation with the employee's supervisor. Any space designated or utilized for milk expression will be private and sanitary, located near a sink with running water for hand washing and rinsing pump parts, and have an electrical outlet.
3. Milk Storage: Expressed milk can be stored in company refrigerators or in employee's personal cooler.
4. Equipment: For employee convenience, a double electric, hospital grade pump is located within the Lactation Room. Each employee must purchase their own "pump kit" to utilize this shared pump; employees may purchase a kit if they do not receive one while birthing, and may be eligible to receive a personal pump as well as lactation consultation at no cost or at a discounted rate through the group health plan.
5. Education: Chest/breastfeeding education (before birth) and support through classes is available to employees. For more information employees may contact \_(lactation consultant position)\_\_\_\_\_.
6. Support: Supervisors and managers are responsible for alerting employees to the company's worksite lactation support program, prior to the employee taking leave to give birth, and for helping to facilitate each employee's infant feeding goals. It is expected that all employees will assist in providing a positive atmosphere of support for lactating employees.
7. *List any other components specific to your worksite here.*

-continued-

## EMPLOYEE RESPONSIBILITIES

1. Communication with Supervisors: Employees who wish to chest/breastfeed or express milk during the work period shall keep supervisors and managers informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the company. It is recommended that this be discussed prior to returning to work in order to have a plan in place, recognizing that needs will likely change over time.
2. Maintenance of Milk Expression Areas: Employees utilizing the space are responsible for keeping milk expression areas clean, according to \_\_\_\_\_ (*employer*) cleaning policy. Employees are also responsible for keeping the general lactation room clean for the next user. This responsibility extends to both designated milk expression areas and other areas where milk may be expressed.
3. Milk Storage: Employees should label all milk expressed with their name and date collected so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of their milk using either a company refrigerator or in employee's personal cooler.
4. Use of Break Times to Express Milk: When more than one employee needs to use the designated lactation room, employees can use \_\_\_\_\_ *the sign-in log provided in the room/outlook calendar/slack channel/etc.* \_\_\_\_\_ to negotiate milk expression times that are most convenient or best meet their needs.

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<sup>i</sup> Additional policy support can be found via the Office of Women's Health [www.womenshealth.gov/supporting-nursing-moms-work](http://www.womenshealth.gov/supporting-nursing-moms-work)

<sup>ii</sup> Inclusive language terminology and information can be found via National Association of County and City Health Officials & United States Breastfeeding Committee. (2021). Continuity of Care in Breastfeeding Support: A Blueprint for Communities. [www.breastfeedingcontinuityofcare.org/blueprint](http://www.breastfeedingcontinuityofcare.org/blueprint); Appendix pg 71



# Questions & Answers to Get You Started

# Questions and Answers to Get You Started

**What is the New Haven Breastfeeding Task Force?** The New Haven Breastfeeding Task Force is a group of community members, organization leaders, and breast/chestfeeding\* advocates whose goal is to make New Haven more breast/chestfeeding-friendly through various efforts such as increasing access to lactation spaces and increasing community knowledge about the importance and benefits of breast/chestfeeding.

**Why is it important to become a breast/chestfeeding-friendly business?** Among the many reasons listed in The Business Case for Breastfeeding (p. 3-4), here are a few reasons why it is important for your business to become breast/chestfeeding-friendly:

1. According to Connecticut State Law, “An employer shall make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a toilet stall, where the employee can express her milk in private, and provided there is no undue hardship, such room or other location shall (1) be free from intrusion and shielded from the public while such employee expresses breast milk, (2) include or be situated near a refrigerator or employee-provided portable cold storage device in which the employee can store her breast milk, and (3) include access to an electrical outlet.” (<https://www.cga.ct.gov/2021/ACT/PA/PDF/2021PA-00027-R00HB-05158-PA.PDF>)
2. Becoming breast/chestfeeding friendly can lead to a 3-to-1 return on investment by increasing employee retention rates (reducing turnover), reduced absenteeism, lowering health care costs, and increased productivity.
3. You can be seen more favorably by your employees and by the community when you demonstrate your support for breast/chestfeeding, also leading to increases in employee loyalty as well as potentially attracting new customers and employees.

**How do I know if I am a breast/chestfeeding-friendly employer?** Fill out the Employer Self-Assessment (pg. 5) to find out! Link: [https://www.breastfeedingct.org/uploads/6/2/8/1/62815511/bf\\_friendly\\_worksite\\_self\\_assessment\\_2021.pdf](https://www.breastfeedingct.org/uploads/6/2/8/1/62815511/bf_friendly_worksite_self_assessment_2021.pdf)

**What is the difference between being breast/chestfeeding friendly and being a breast/chestfeeding advocate?** A breast/chestfeeding friendly employer meets the requirements set out by the State of Connecticut by providing their employees with space and time for lactation and having written policies to uphold those rules. This employer’s actions fall under the yellow column of the Employer Self-Assessment. A breast/chestfeeding advocate is an employer that goes above and beyond to make breast/chestfeeding in the workplace a positive, accessible experience for all employees. This employer’s actions fall under the green column of the Employer Self-Assessment.

**How can I become a breast/chestfeeding-friendly employer?** Use the self-assessment as a guide. If you have any areas marked in the red column, start there and work to improve from red

\*This language is more inclusive of the multiple experiences of someone feeding their child human milk. To learn more about the term chestfeeding and why it’s used, visit <https://www.healthline.com/health/chestfeeding>.

to yellow. Partner with your employees, as their needs are often more easily met and they may have great ideas for getting you into the yellow or green columns.

**How can my worksite be recognized by the Connecticut Breastfeeding Coalition (CBC) as a Breast/Chestfeeding-Friendly Worksite? What does the recognition entail?** You can apply [here](#) (see full link below) to become recognized as a Breast/Chestfeeding-Friendly Worksite. By being recognized by the CBC as a Breast/Chestfeeding-Friendly Worksite, you will receive a certificate to display at your business (plus lunch bags to give to your employees while supplies last), and your business will be publicized via the CBC website and other platforms.

CBC Worksite Designation Application:

[https://docs.google.com/forms/d/e/1FAIpQLSdV6y7cw31vKED6tRaPTEwZyvvDqcZ5vLeWd\\_vC7NzvEpKtJg/viewform](https://docs.google.com/forms/d/e/1FAIpQLSdV6y7cw31vKED6tRaPTEwZyvvDqcZ5vLeWd_vC7NzvEpKtJg/viewform)

**What does a breast/chestfeeding policy look like?** There is an example breast/chestfeeding business policy on page 9 of this Starter Kit. You can find some other examples on the CBC website, [www.breastfeedingct.org/resources.html](http://www.breastfeedingct.org/resources.html).

**What are some ways that I can work around barriers to becoming a breast/chestfeeding-friendly business?** The following are some common barriers employers might face when trying to become breast/chestfeeding friendly, as well as some possible solutions to address those barriers:

- My worksite does not have a private room besides a bathroom to use for expressing milk → what space do you have? Manager's office? Conference room? Break room? Could any of those be locked and scheduled? If not, maybe you could talk with employees to brainstorm options. You could also try collaborating with neighboring businesses that may have space/a lactation room available.
- My worksite only has a bathroom sink to clean pumps → Pumps have reusable parts that need to be cleaned and sanitized between uses. If your worksite does not have a sink that can be cleaned and sanitized for this purpose, talk with your lactating employees about what solutions might work best for them. One idea is to purchase extra parts for their pump so they have clean "pump kits" for each pumping session. If your health insurance does not cover the cost, consider purchasing these for your employees. The cost will be much less for you than installing a separate sink.
- Do employees have to be paid during breaks? → According to the Office of Women's Health, employees do not have to be paid during pumping breaks, though some companies do choose to pay for this time. However, if employees at this worksite are already paid for their breaks, then employers must pay any employee who uses their break time to pump in the same manner. If the employee needs additional time over the limits of their paid break to pump, then the employee does not have to be paid for that additional time. While pumping during breaks is one option, other possibilities include granting lactating employees a more flexible work schedule, allowing them to come into work earlier, stay at work later, or shorten their meal breaks. Some employers do not keep track of extra break time at all, so long as the employee is able to complete their assigned tasks in a timely fashion. To learn more about providing break time to lactating

employees, please follow this link:




<https://www.womenshealth.gov/supporting-nursing-moms-work/what-law-says-about-breastfeeding-and-work/what-employers-need-know>

- Why should employees take breaks when it works best for their pumping schedule? → Pumping at work, while the parent is away from their infant, is necessary to ensure the employee is able to continue producing enough milk for their infant. Milk production is dependent on removing milk, or milk expression, either by the infant directly nursing at the breast/chest or by pumping when the parent and infant are apart. Giving employees flexibility in scheduling their breaks will help them keep their milk supply up and reduce the likelihood of developing health complications like mastitis (infection of the breast). Sometimes, employees may need to alter the time of their breaks or take more frequent breaks to stimulate their milk supply or avoid health complications. This is usually temporary and can change. The opposite, skipping a pumping break or putting off a break, can reduce the amount of milk the employee is able to produce and lead to conditions like engorgement or mastitis, requiring the employee to need to take sick leave, or unfortunately, stop breastfeeding prematurely.
- If an employee is working a short shift, am I required to give them a break under the Connecticut pumping law? → It depends. Under the federal FLSA, non-exempt employees must be given breaks for lactation, regardless of shift length or other breaktime requirements. Connecticut law does not require employers to provide breaks they would not otherwise provide. If there's any question, please contact the US Department of Labor, Hartford Office, at 860-240-4160 or <https://ctdol.jotform.com/CT1/DOLHelp>. You can also contact the Wage and Workplace Standards Division at 860-263-6791 .

**How else can I show the public that I support breast/chestfeeding for everyone? What if I want to show that my business is open for anyone to breast/chestfeed, even beyond my employees?** We are glad to hear that you want to do more to support breast/chestfeeding in your community! If you have not received one already, please reach out to the New Haven Breastfeeding Task Force ([nhvbftaskforce@gmail.com](mailto:nhvbftaskforce@gmail.com)) to receive a "We Support Breast/Chestfeeding Any Place, Any Time" window decal to display on your storefront.

**Who can I contact with additional questions?** Contact the New Haven Breastfeeding Task Force at [nhvbftaskforce@gmail.com](mailto:nhvbftaskforce@gmail.com) or connect with the Task Force member who contacted you if you have questions or concerns about becoming a breast/chestfeeding-friendly business.





# **Breast/ Chestfeeding Friendly Employer Application**



## CT Breastfeeding Coalition's Chest/Breastfeeding Friendly Employer Application

Access this form via: <https://www.breastfeedingct.org/work-sites.html>

Thank you for supporting your employees and helping us to promote, protect and support chest/breastfeeding in Connecticut! Please take a minute to answer the following questions so we may recognize your efforts to create a chest/breastfeeding friendly work environment! If you have any difficulties or questions you can contact us by email: [info@breastfeedingct.org](mailto:info@breastfeedingct.org)

**\*Required**




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### About the Employer/Worksite/Organization

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Worksite/Employer Name \*

Mailing Address \*

Phone Number \*

Website

Type of Employer/Worksite/Organization \*

- Accommodation & Food Services
- Admin & Support Service
- Agriculture, Forestry, Fishing & Hunting
- Arts, Recreation & Entertainment
- Child Care (CBC also has a separate Child Care recognition)
- Construction
- Educational Services
- Finance & Insurance

- Healthcare & Social Assistance
- Information
- Management & companies of Enterprise
- Manufacturing
- Mining
- Personal & Laundry Services
- Professional, Scientific & Technical
- Public Administration
- Real Estate, Retail & Leasing Services
- Religious, Grant Making, Civic, Professional & Similar Organizations
- Repair & Maintenance
- Retail Trade
- Transportation & Warehousing
- Utilities
- Waste Management & Remediation Services
- Wholesale Trade

Number of Employees \*

List all/other locations where your employee lactation support policy is being followed if more than the official address listed above:

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**Primary Contact Person for the Employee Lactation Support Program/Policy**

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First & Last Name \*

Job Title/Position \*

E-Mail \*

Phone Number \*

Your NAME and EMAIL if different from Primary Contact listed above.

How did you hear about the Breastfeeding Friendly Worksite Recognition? Did a local group, coalition, health department, task force or other agency suggest you apply or support you in the process? Please tell us who referred you: \*

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**Employee Lactation Supports Provided**

Employers must provide these three supports at a minimum to qualify for the recognition.

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1. Does your business/worksite/organization have an accessible, private space (NOT a bathroom, is shielded from view of public and co-workers, is protected from intrusion) that an employee may use to chest/breastfeed or express/pump their milk?

- Yes
- No

2. Does your business/worksite/organization provide employees flexible paid or unpaid break times to express/pump their milk?

- Yes
- No

3. A policy describing how your organization ensures all employees are able to access the above supports is required. Please email your employee lactation support policy to [info@breastfeedingct.org](mailto:info@breastfeedingct.org).

If you do not have a policy or would like any assistance, the CT Breastfeeding Coalition is here to help! Email us [info@breastfeedingct.org](mailto:info@breastfeedingct.org) or visit [www.breastfeedingct.org/resources.html](http://www.breastfeedingct.org/resources.html)

Other supports. Please check any additional workplace supports provided by your business/worksite/organization.

*Check all that apply*

- Small table near electrical outlet
- Refrigerator for human milk storage
- Sink for cleaning of equipment (other than shared kitchen or restroom)
- Comfortable Chair
- Clock
- Radio/MP3/CD Player
- Telephone
- Computer
- Pump provided by employer or insurer
- Reference Library (books or articles)
- Listing of chest/breastfeeding resources
- On-site childcare
- Flex time or job sharing option
- Lactation consultant services provided
- Education for pregnant and lactating employees (written)
- Education for pregnant and lactating women (formal classes)
- Other: \_\_\_\_\_

I give the Connecticut Breastfeeding Coalition permission to:

*Check all that apply*

- List Business Information
- List Website URL
- Share Photos of Worksite Lactation Space

Please send us any lactation space or employee support photos that your organization agrees to share on the CBC or It's Worth It websites. You can email them to [info@breastfeedingct.org](mailto:info@breastfeedingct.org)

THANK YOU!

