



Making the Healthy Choice the **Easy Choice.**

136 S. West Street Lima, Ohio 45801

PH: 419-221-5035

[www.ActivateAllenCounty.com](http://www.ActivateAllenCounty.com)

# *Working Mothers Guide to Breastfeeding*



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# Welcome



## ***Congratulations!***

***You have made a great choice for your infant in deciding to breastfeed.***

As more moms go back to work soon after their babies are born, they are thinking about ways to balance work and breastfeeding. This is often a very challenging time for mother's to think about and to plan for. This booklet is designed to help you plan for ways to continue breastfeeding once you go back to work. This includes speaking with your supervisor, the need to pump and store breastmilk and community and reputable internet resources that you can go to for assistance along the way.

The better prepared you are, the easier it will be to continue to breastfeed your infant after you go back to work. Although it does take an extra effort to do so, the long term benefits of a happy and healthy breastfed baby are well worth the work.

We hope you will find some valuable resources and tips inside this pamphlet and find success while continuing to breastfeed after returning to your job after the birth of your infant.

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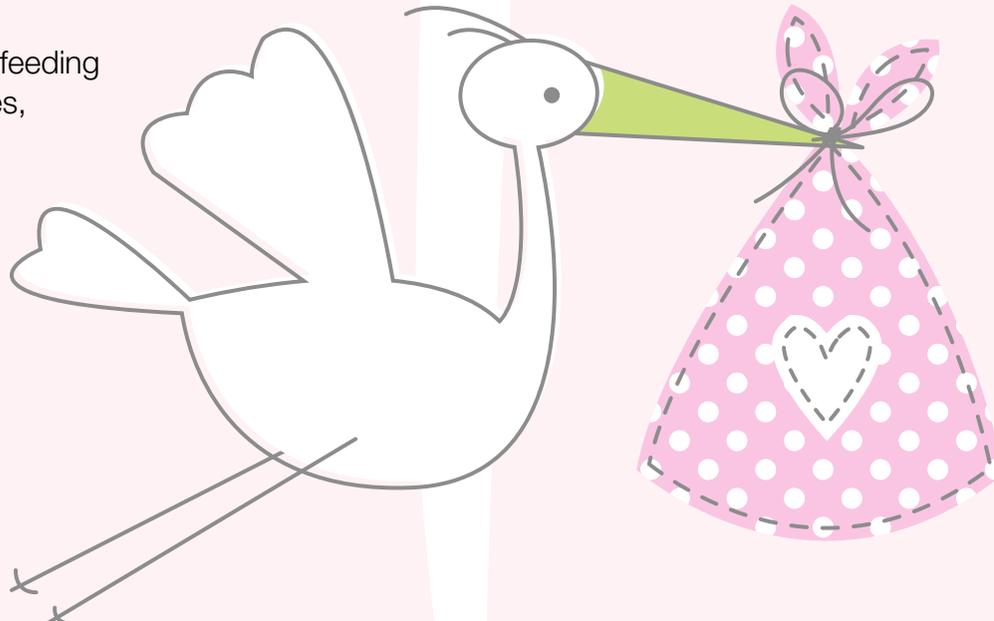
## Breastfeeding is the Best Choice for Infants

By choosing to breastfeed, you are making an investment into your child's future and providing a first food that is perfect for your baby. The American Academy of Breastfeeding recommends breast milk for the first year of your child's life. Breast milk and formula are not the same!

### Benefits of breastfeeding for infants...

1. Perfect first food!
2. Guarantees safe, fresh milk
3. Have fewer allergies
4. Protects against infectious diseases
5. Don't get sick as often (better immune system)
6. Decreased risk for respiratory infections
7. Lesser chance for asthma
8. Lesser chance for obesity
9. Breast milk fights type 2 diabetes
10. Lowers the risk of SIDS (sudden infant death syndrome)
11. And More!!

Research is also showing that breastfeeding can reduce the risk of Type 1 diabetes, childhood leukemia, and atopic dermatitis (a type of skin rash) in babies.



## Mothers also benefit from breastfeeding

1. Saves money- it is free!
2. Increases bonding with your infant
3. Decreased postpartum bleeding
4. Promotes shrinking of the uterus
5. Delays the onset of the return of the menstrual cycle
6. Promotes quicker return to pre-pregnancy weight
7. Breastfeeding is linked to a lower risk of these health problems in women:
  - Type 2 diabetes
  - Breast cancer
  - Ovarian cancer
  - Postpartum depression
  - Osteoporosis

Research is ongoing concerning this topic and new links between breastfeeding and healthier mother's may be on the horizon as we continue to monitor.

## Talking to Your Employer

This is an important first step in the process. It can be done while you are still pregnant, prior to maternity leave or prior to the date that you come back to work. Just be certain that the conversation happens before your first day back to allow ample time for discussion, follow-up and anything that needs to take place prior to you starting back. Discuss your ideas and plans with your employer. Most employers are happy to provide the support you need, as long as they know what your needs are and how important it is for you to have their support. If you need to supply something in writing, please refer to the following page for a sample letter to your employer.

Your supervisor may not know what you need to continue breastfeeding. Simply explain your basic needs for privacy and flexible breaks to express milk. Provide some ideas, if needed, on how you see this working in your normal work day flow.

Show how meeting your breastfeeding needs will benefit the company. Such as:

1. Employees are less likely to miss work because of a sick baby.
2. Employees who receive support for breastfeeding are happier and more productive.
3. Explain that you are committed to keeping the milk expression area clean after you are through, storing your milk properly and not taking longer than necessary breaks.

Be prepared! Consider possible concerns your supervisor may have. Be sure to show your appreciation for efforts made by your supervisor to support your breastfeeding.

## Sample Letter to Employers

To: [Supervisor's Name]

From: [Your Name]

Re: Breastfeeding Support in the Workplace

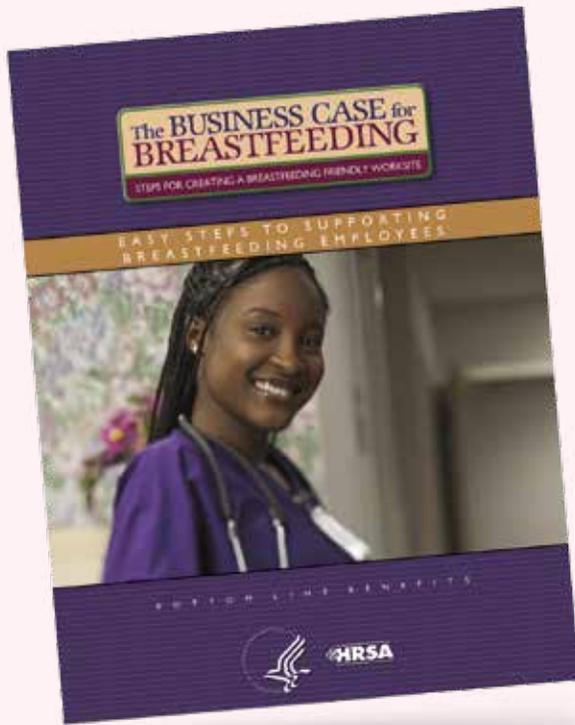
After speaking with my doctor and other health professionals, I have made the decision to breastfeed my baby. Just as I try to give my best to the company when I am at work, I also want to give the best I can to my baby. My doctor tells me that breastfeeding is important in preventing many illnesses and diseases for both my baby and me. Many businesses across America help their employees make this possible, and I hope we can find solutions together. Here are my immediate needs:

A private area with an electrical outlet to express milk during the workday. Even access to a closet or conference room, as long as it is private and not a bathroom will work.

Flexibility to use break times to express milk. I will need to express milk about two to three times during an 8-hour shift to relieve breast fullness and to maintain my milk supply. Pumping takes around 15 minutes (plus time to get to and from a place to pump). There may be occasions when I need to go over my allotted break time. If that happens, I would like to discuss options for making up the time.

Knowing my company is making it possible for me to continue breastfeeding will help me feel much better about leaving my baby to come back to work. I look forward to discussing this with you in the near future. Thank you.

Sincerely,  
[Your Name]



### Online Resource

The above document is a resource that can be very helpful to mothers who plan to continue to breastfeed after returning to work. It also outlines the importance of getting off to a good start breastfeeding at home prior to returning to work and how to go about that transition from breastfeeding to pumping and working outside of the home.

This resource can be found at Activate Allen County's website: [www.ActivateAllenCounty.com](http://www.ActivateAllenCounty.com) in the breastfeeding section or online at: <http://mchb.hrsa.gov/pregnancyandbeyond/breastfeeding/>.

At this same website, you can also find information for your employer, if they are interested in learning more about how they can support your efforts.

## Your Support System

Now that you are going back to work and continuing to breastfeed your infant, your support system will remain as important as ever. Some husbands, partners, parents and other family members may feel as though they are left out or have nothing to do since you are responsible for feeding your newborn and are spending a lot of time getting to know each other. Hopefully your maternity leave allowed for everyone in your support system to adjust to their roles and find ways to encourage your breastfeeding efforts and assisting with other tasks around the house.

There is plenty of help and support that all those around you can give while you prepare for and after you return to work.. Be open to allowing others to help you with needed tasks, especially during those first couple weeks of adjustment- as you get used to leaving your child each day and developing a new routine. Your support system can help in many ways- cooking meals, helping with laundry and housework, burp the child after feeding, sitting with you while you feed and so much more. Extra assistance from loved ones after returning to work is just as important as it was after you came home from the hospital. Do not be afraid to ask for help!



## Getting a Breast Pump

Before returning to work, you will need to obtain a breast pump that can meet your needs in a comfortable and timely manner. A good quality electric breast pump may be your best strategy for efficiently expressing milk during the work-day. While there are many different types of breast pumps, an electric pump will allow you to express milk from both breasts at the same time and reduce pumping time. Usually, this type of pump will take only about 15 minutes. You will likely find this very beneficial as your time is valuable both at work and at home!

There are many options to obtaining a quality breast pump and most of them come at very little cost to you. The following page outlines one of those options, however it may be best to contact your personal insurance company to find out details about obtaining a pump and what requirements they have as each insurance company is different and may have a different procedure to follow in which to obtain a pump.

If you are a WIC (Women, Infant and Children) client, you can ask for assistance in this area during your appointment. You can also discuss this need with your physician, as you many need a prescription to obtain your pump. Another lower cost option is renting a pump from your local hospital or other institution. Of course pumps are also available for sale at many retail locations.



St. Rita's Home Medical Equipment is pleased to announce we now sell electric breast pumps

We bill insurance plans including:

1. Private Insurances
2. Medicaid
3. Medicaid Managed Care Plans
  - Buckeye
  - Paramount
  - Caresource
  - Molina
  - United Healthcare

Insurance plans require a physician's order showing the medical need for an electric breast pump and the mother must have delivered the baby and be breast feeding or feeding breast milk to the baby. Other supporting medical documentation that may be required in the medical record include:

1. Nipple/breast infection
2. Breast engorgement
3. Sore nipple
4. Lactation suppressed, low milk supply
5. Lactation delayed, breastfeeding difficulties
6. Why an electric pump is required in lieu of a manual pump

We will verify insurance coverage

Office hours: Monday through Friday from 8:00 A.M. to 4:30 P.M.  
770 W. North St. Lima, Ohio 45801  
Phone 419-226-9581 Fax 419-226-9847

## Coverage Questions You Should Ask Your Insurance Company

Our latest insurance company breast pump and lactation services research indicates that your voice can be heard when it comes to getting the pump you want. As you read a couple pages back, there are many avenues to obtaining a breast pump, but it is always best to speak directly with your insurance company to hear about any specific rules or methods that are specific to your personal insurance carrier. You should feel empowered to speak up about your needs and know that you do not have to compromise. You have a voice in your pump choice, so give your insurance company a call (their customer service number can be found on the back of your insurance card). Remember to not get frustrated, but to keep trying to make sure your voice is heard and you get your needs met.

*It's easy to get started:*

Take a look at the situations listed.

Identify the ones that apply to you.

Be prepared to ask your insurance company the corresponding questions, or use your own questions based on your personal needs..

Feel like a rock star!

*You'll never know unless you ask!*

## Description

### Congratulations!

You're pregnant, and you want to breastfeed.

### That's not what I wanted...

Your insurance provider doesn't cover the pump you want. Maybe they only offer a manual pump, and you need a double electric. Or maybe you want a pump with the latest technology, but it isn't offered.

### What do you mean you're out of stock?

No covered pumps are available at the in-network provider where you're required to get your pump, and you can't (or don't want to) wait.

### Medical issues...

Your baby is in the NICU and you're having problems initiating your breast milk supply or there's a physical abnormality or other medical condition that separates you from your baby or otherwise interferes with breastfeeding.

### Help!

You recently gave birth and are experiencing breastfeeding challenges. (Don't give up!)

## Questions

What type of pump can I get?  
What brand is it? Can I get the pump before my baby is born, or do I have to wait until delivery?  
What if I want a different pump from what's covered?

I want a Medela 2-Phase pump. Is that covered? (or insert the name of the pump that you know will meet your needs but is not covered)  
If not, I want to upgrade to it. How much will I have to pay to do this?

I need a pump now, and the one that's covered isn't available where you sent me to get it. They do have the Medela Pump In Style Advanced, however, will you please cover it?  
Or...since I need a pump now, I want you to reimburse me for the pump I buy at a retail store; is that possible?

I have a medical need for a hospital-grade pump. Will the rental be covered? Do I need a prescription for proof of medical necessity?

I need to see a lactation consultant. What are the requirements for reimbursement? For example, does the lactation consultant need to be affiliated with a hospital or doctor's office? Do my visits require pre-authorization? How many visits are covered?

## Proper Handling and Storage of Human Milk

By following safe preparation and storage techniques, nursing mothers and caretakers of breastfed infants and children can maintain the high quality of expressed breast milk and the health of the baby.

### Safely Preparing And Storing Expressed Breast Milk

1. Be sure to wash your hands before expressing or handling breast milk.
2. When collecting milk, be sure to store it in clean containers, such as screw cap bottles, hard plastic cups with tight caps, or heavy-duty bags that fit directly into nursery bottles. Avoid using ordinary plastic storage bags or formula bottle bags, as these could easily leak or spill.
3. If delivering breast milk to a child care provider, clearly label the container with the child's name and date.
4. Clearly label the milk with the date it was expressed to facilitate using the oldest milk first.
5. Do not add fresh milk to already frozen milk within a storage container. It is best not to mix the two.
6. Do not save milk from a used bottle for use at another feeding.

### Safely Thawing Breast Milk

1. As time permits, thaw frozen breast milk by transferring it to the refrigerator for thawing or by swirling it in a bowl of warm water.
2. Avoid using a microwave oven to thaw or heat bottles of breast milk.
3. Microwave ovens do not heat liquids evenly. Uneven heating could easily scald a baby or damage the milk.
4. Bottles may explode if left in the microwave too long.
5. Excess heat can destroy the nutrient quality of the expressed milk.
6. Do not re-freeze breast milk once it has been thawed.

Source: American Academy of Pediatrics.

## Breast Milk Storage Guidelines

	Room Temperature	Cooler with 3 frozen ice packs	Refrigerator	Self-contained Refrigerator Freezer Unit	Deep Freezer
Freshly expressed breastmilk	4 hours at 66-72° F.	24 hours at 59° F.	5-7 days at 32-39° F.	3-4 Months at 0° F.	3-6 Months at 0° F.
Thawed breastmilk (previously frozen)	Do not store	Do not store	24 hours	Never refreeze thawed breast milk	Never refreeze thawed breast milk

## Size and volume of a Newborn's Stomach



## Returning to Work

Now that you have spoken with your supervisor, obtained the pump that will work best and fit your needs, learned what is needed to maintain a safe supply of breastmilk and have your support system on board, you are ready to return to work with confidence. You are ready to continue breastfeeding while meeting the demands of your job. You are ready! Here are a couple of ideas to possibly make the transition back to work a little easier.

- If possible, consider returning to work gradually. This gives you more time to adjust and helps your body continue to make a good supply of milk. Talk with your supervisor about options that have worked for different women in the company or about other options you may have- such as combining working at home and also from the office.
- Consider going back to work on a Thursday or Friday or just prior to 1-2 days off, depending on your work week. This gives you and your baby a shorter period to adjust to being away from each other before you go back full time.
- Take Wednesdays off for a few weeks for a mid-week break, and breastfeed on your baby's schedule to rebuild your milk supply.
- Work a split shift, with a long break in the middle of the day to go home and be with your baby. This can work well for restaurant workers.
- Consider using childcare close to work so you can visit and breastfeed your baby, if feasible, based on your work schedule. When you arrive to pick up your baby from child-care, take time to breastfeed first before heading home. This will give you both time to reconnect before traveling home and returning to other family responsibilities.

## When to Express Milk

When you get back into your work environment, it will be vital to try to set a schedule that allows you to take breaks to express milk. Express milk for 10-15 minutes approximately 2-3 times during a typical 8-hour work period. Remember that in the first months of life babies need to breastfeed 8-12 times in 24 hours. So you need to express and store milk during those usual feeding times when you are away from your baby. This will maintain a sufficient amount of milk for your childcare provider to feed your baby while you are at work. The number of times you need to express milk at work should be equal to the number of feedings your baby will need while you are away. As the baby gets older, the number of feeding times may decrease. When babies are around 6 months old and begin solid foods, they often need to feed less often. Many women take their regular breaks and lunch period to pump. Others talk with their supervisor about coming in early/staying late to make up the minutes to express milk, plus time to get to and from the lactation room.

### Sample Pumping Schedule at Work

8:00 a.m.	Begin work
9:45 - 10:00	Use break to express milk
12:00 noon	Take allowed lunch period to express milk
2:30 - 2:45	Use break to express milk
5:00 p.m.	Leave Work

### Relax while you are pumping!

Some mothers take a photo of their baby, a favorite blanket or article of clothing that smells like their baby to help them relax while pumping at work.

## ***Reasonable Break Times For Breastfeeding Mothers: It's the Law!***

**Did you know that employers are required by law to provide reasonable break times for breastfeeding mothers?**

*Here's what you need to know....*

Section 4207 of the Patient Protection and Affordable Care Act (the healthcare law) amended Section 7 of the FLSA to add the following five requirements for employers regarding nursing mothers at work:

### **(1) An employer must provide reasonable break time for nursing mothers.**

While there is nothing in Section 4207 that explicitly defines how often “reasonable” breaks must be provided or how much time a break should be, the law does indicate that the breaks should be long enough “for an employee to express milk” and should be provided “each time such employee has need to express the milk.” Employees may take these breaks until the nursing child is one year old. Employees do not need to be paid for these breaks however, unless paid breaks are provided by the company.

### **(2) A private place other than a bathroom must be provided for the breaks.**

Section 4207 requires that an employer provide a private place where nursing employees can go to express milk. The place cannot be a bathroom and must be a place that is “shielded from view and free from intrusion from coworkers and the public.”

### **(3) Compensation during the breaks is not required.**

Under the new law an employer is not required to compensate an employee receiving reasonable break times for expressing milk.

### **(4) An “undue hardship” exemption exists for small employers.**

An employer with less than 50 employees is not required to comply with this new provision if providing reasonable break time or a private, shielded place for nursing mothers would impose an “undue hardship” by causing the employer significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of the employer’s business.

### **(5) State laws providing greater protections to nursing mothers still apply.**

If a state’s laws provide greater protections to employees than the protections provided under Section 4207, then employers in those states must still adhere to the state’s more expansive requirements. At this time, Ohio does not have any further breastfeeding laws.

### **(6) Because Section 4207 took effect on March 23, 2010, employers covered by the FLSA who are not in a state (like Oregon and 16 others plus the District of Columbia) that already provides protections for nursing mothers must make immediate action to revise practices and policies to ensure compliance with the law.**

These employers should (1) identify private places to serve as appropriate locations for nursing mothers, (2) review and amend any break policies, breastfeeding policies and employee handbooks to include reasonable breaks for nursing mothers, and (3) Train supervisors and managers about changes to the break policy.

## *Lima/Allen County Breastfeeding Resources*

Breastfeeding Classes: A good way to learn more about breastfeeding and how to get started is to attend a class. These classes are encouraged during pregnancy to gather more information about breastfeeding. Support people are encouraged to attend! For times and information call:

**St Rita's Medical Center 419-226-9004**

**Lima Memorial Hospital 419-998-4570**

**Bluffton Hospital 419-369-2332**

**Blanchard Valley (Findlay) 419-423-5518**

### *Breastfeeding Support*

**St. Rita's Medical Center** - Walk in breastfeeding Support Group, Every Monday 1-4 pm the basement of 718 BLDG-classroom 3 located off Market Street. Park in garage 1st BLDG they come to. Free of charge. To schedule an individual appointment with a lactation consultant, or call 419-226-9004.

**Lima Memorial Health System** - Call 419-998-4570 to contact the lactation consultants for one on one follow up. Another way to contact a lactation consultant is to email Joan at JMC-Bride@Limamemorial.org with questions.

**La Leche League** – Support group for nursing moms or women interested in breastfeeding. Meetings held the second Tuesday of every month from 7:00 – 9:00 pm- At 2200 W. Elm St. Lima, Ohio 45805- St. Charles church. The meetings take place in the basement room #6. For more information, check our updates posted to Facebook group: La Leche League Lima.

**WIC Allen County** – Education, information and support are provided by the staff and by Peer Breastfeeding Helpers. Mothers must be eligible to be included in this program. Breast pumps are given, as available (after delivery), to eligible mothers as well. **Call to schedule an appointment**

Open Monday – Friday 8:00 – 4:30pm. Phone 419-224-8200  
Weight checks, follow ups, education and consults with area lactation consultants are also available. Facebook group: Allen County Breastfeeding Cafe

**Auglaize County Health Department/ WIC** - 214 S. Wagner Ave. Wapakoneta, Ohio 45895 Phone: (419)738-3410

Open from Monday - Friday 8:00 AM - 4:30 PM

Ask to speak with a nurse or peer helper for education, information and support for breastfeeding.

**Blanchard Valley (Bluffton and Findlay) Breastfeeding Support**- Meets 2nd and 4th Monday of each month at 4 PM in the Beckett Conference Room, Findlay campus. Call Natalie or Tricia- 419-423-5518 for details.

### *Lactation Consultants*

**Deb Schymanski IBCLC, Janice Ball IBCLC, Beth Wilson IBCLC**

St Rita's Medical Center, Mother Baby Unit, 419-226-9004.

**Shelly Hughart, IBCLC**

Family Birth Center, Lima Memorial Hospital, 419-998-4570.

**Tricia Roop, RN, IBCLC, & Natalie Shenk, BS, RN, IBCLC**

Blanchard Valley Regional Health Center (Findlay and Bluffton campuses). 419-423-5518.

## Allen County WIC Breastfeeding Services

**940 N. Cable Rd. Suite 4 Lima, OH 45805**

**Phone- 419-224-8200**

**Fax- 419-224-4783**

**[www.allencountypublichealth.org/wic/](http://www.allencountypublichealth.org/wic/)**

*\*\*Call to determine if you're eligible for this program*

### Prior to Delivery

Prenatal women are given a certification period that lasts through the EDD (estimated delivery date). After the initial appointment, follow up education and coupon pick up appointments occur every 3 months. Breastfeeding education occurs during the initial appointment for all prenatales, with possible additional education at the other appointments as staff determines a need.

### Breastfeeding Peer Helper Program

We staff members that are specifically dedicated to providing follow up education (beyond what happens during the clinic visits) with prenatal women throughout the pregnancy.

Breastfeeding education and support after delivery happens primarily through the peer program. They are available for consultation by phone or in the clinic separate from their WIC clinic appointments. Appointments for help with latch, other breastfeeding concerns, or pump instruction may be made by calling the WIC clinic.

### Baby Weigh Scale

WIC is available for weight checks and monitoring of slow weight gain. Scale is sensitive enough to measure amount of milk taken at the breast. Scales are available to loan to moms as needed.

## Pumps Available

(Type of pump available depending on need)

- Hospital grade pumps are provided (loaned at no cost) to moms who have early pumping needs or circumstances that cause them to rely on a pump to establish milk supply. Currently, in Allen County, WIC is the only source for a loaned hospital grade pump.
- Double electric pump – loaned – for use in a variety of situations, including returning to work or school. Also used in situations where a double electric pump is needed for short term use.
- Double Electric pump – single user pump – used for returning to work or school, when breastfeeding is going well and long term breastfeeding is planned.
- Hand pumps – available to any mom who would like one. Appropriate for casual use or part time work, depending on mom's preference.

Pumps are now available with insurance coverage, although there is some variation in types of pumps available. WIC policy is being revised to give precedence to utilizing insurance for pump provision. WIC will still provide education and support and have short term loaner pumps available. WIC works closely with area lactation consultants to ensure that all mom's have their needs met and are able to meet their breastfeeding goals.



## Internet and Other Resources

The following are internet sites that contain quality information about breastfeeding, including answers to common problems or other questions about breastfeeding. We do not endorse any products for sale at any sites. None of these resources and answers are intended to replace assessment by a lactation consultant, physician, or other health professional. If you do not have personal access to the internet, don't forget to check at your local library or community center for access to the internet or books about breastfeeding topics.

**www.lalecheleague.org** - (La Leche League)

**www.kellymom.com** - Contains information on breastfeeding topics and parenting in general.

**www.askdrsears.com** - information from pediatrician Dr. Sears about many child focused topics, including breastfeeding.

**www.breastfeedingonline.com**

**www.breastfeeding-problems.com** - Answers to questions posed by mothers.

**www.breastmilkcounts.com**

**www.breastfeeding.com** - Includes information, video clips, answers to common questions as well as stories from moms and cartoons about breastfeeding.



**www.lowmilksupply.org** - Information is focused on working to improve milk supply.

**www.ameda.com** - Includes tips/videos to assist with helping baby latch on, among other topics.

**www.medela.com** - Information about how to breastfeed, answers to common questions, as well as a place to post questions that will be answered by a lactation consultant.

**www.hygeiababy.com**

**www.womenshealth.gov/breastfeeding** - Health and Human Services website concerning breastfeeding.

**www.ActivateAllenCounty.com**

*“Unquestionably, breast milk is far superior to any formula designed for babies, and even more critical for the health of the premature baby. The challenge lies in making breastfeeding, or providing a mother’s own milk for her baby, a comfortable, enjoyable, and manageable part of the new mother’s life.”*

**- Jane Morton, MD, FAAP**