

Purdue University Lactation Support Program Supervisor Responsibilities and Resources



What does the reasonable break time for nursing mothers law do?

In accordance with the Patient Protection and Affordable care Act of 2010, Purdue University continues to offer the lactation support program for breastfeeding women. Section 4207 states:

"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 and a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public."

How does this law benefit Purdue University?

Research shows that supporting breastfeeding employees is a win-win for everyone. Breastfeeding is not only good for health, the payoff is significant:

- lower health care costs
- lower turnover rates
- lower absenteeism rates
- higher employee productivity and morale, and
- positive public relations in the community as a 'family-friendly' institution.

What accommodations does Purdue University provide?

Purdue University provides lactation spaces around campus for employees who need to express milk during their work hours. Due to building space, some spaces are multiuse and must be scheduled for utilization, but several lactation spaces are designated and permanent. A current list of locations can be found online at:

www.purdue.edu/hr/familyfriendly/lactationSupport/usingLactationSpaces.html

How do I help employees?

Employees who wish to express milk during the work period shall keep supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and Purdue University. It is suggested that employees speak with their supervisor a few weeks prior to returning to work in order to establish space and their schedule. Supervisors should support the employee in making arrangements to utilize a lactation space.

Purdue University is not required to provide additional paid break time to breastfeeding employees. In most situations, an employee can express her milk during normal meal and break times. However, additional time may be needed and supervisors are encouraged to reasonably flex schedules to allow for these exceptions. If assistance is needed with this, please contact Human Resources - Worksite Health & Child Care Specialist at 49-60312.

Why does an employee need to pump her milk at work?

A breastfeeding woman continues producing milk during the time that she is away from her baby. Pumping her milk allows her to be physically comfortable while at work and to collect and store milk that can be given to her baby when they are apart.

How often does an employee need to pump her milk?

Most women can avoid discomfort and maintain their milk supply by pumping every 3 – 4 hours. In most situations, an employee can express her milk during normal meal and break times. Purdue University is not required to provide additional paid break time to breastfeeding employees. However, additional time may be needed, and supervisors are encouraged to grant reasonable flex scheduling to accommodate the need.

How is the expressed milk stored?

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 using a personal cooler that can be stored in either the building refrigerator or as a stand-alone unit.

Are there other resources available to employees?

Informational materials from Human Resources will be provided to employees in their leaves paperwork highlighting the employee responsibilities of communication with supervisors. Employees can also request a Mother's Packet which includes information on healthy eating for mother and infant, proper milk storage, and lactation space signage. The request form is available online at www.purdue.edu/hr/familyfriendly/lactationSupport/usingLactationSpaces.html

National resources for mothers

- **U.S. Department of Health & Human Services / Office of Women's Health**
www.womenshealth.gov (800) 994-9662
Offers downloadable information sheets on breastfeeding, trained peer counselors, and "Easy Guide to Breastfeeding" booklets available for five different audience groups of women
 - **Healthy Mothers / Healthy Babies Coalition**
www.hmhb.org/publications.html
Offers informational booklets for working mothers available in English and Spanish
 - **LaLeche League International**
www.llli.org 1-800-LALECHE
Offers numerous publications, including books and pamphlets on breastfeeding, parenting, and managing employment with breastfeeding, articles on working and breastfeeding, and a toll-free breastfeeding information line
 - **Choose My Plate.Gov**
www.choosemyplate.gov/supertracker-tools/daily-food-plans/moms.html
A personalized daily food plan show foods and amounts right for you based on your stage of pregnancy
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Local and State resources for mothers

- **Kathryn Weil Center for Education**
www.franciscanalliance.org/hospitals/lafayetteeast/about/kathryn-weil-center/pages/expectant-parent-education.aspx (765) 449-5133
Offers parent education classes for expectant and current parents.
- **WIC, Indiana State Department of Health**
www.in.gov/isdh/24775.htm
Breastfeeding information and list of resources in Indiana
- **Indiana Perinatal Network**
www.indianaperinatal.org (866) 338-0825
Provides resources dedicated to improving the health of mothers and babies in Indiana
- **March of Dimes – Indiana Chapter**
www.marchofdimes.org/Indiana
Offers breastfeeding information and link to regional offices