Approaching Your Supervisor

- Breastfeeding is the healthiest choice for your baby, resulting in:
  - Fewer illnesses
  - Faster recovery from pregnancy
  - Reduction of breast cancer for mother

- Discuss these important reasons to breastfeed with your supervisor.

- Explain your basis needs for privacy and flexible breaks to express milk.

- Show to your employer how meeting your breastfeeding needs will benefit the company by:
  - Missing less workdays due to infant illness
  - Lower health care cost due to lower medical insurance claims for business
  - Happier and more productive attitudes

- Explain that you are committed to keeping the milk expression area clean, storing your milk properly and not taking longer than necessary milk expression breaks.

- Be a team member by showing how supporting your efforts to breastfeed can help both of you accomplish your goals.

Sample letter for telling your supervisor about your breastfeeding needs (see page 6 on the following link):


Find other Breastfeeding Mothers

- Seek out other breastfeeding mothers at work and share experience and tips through e-mail or even a monthly lunchtime mothers’ support meeting.

Where to Find Help and Support

Nursing Mothers Counsel of Oregon (NMC)
http://www.nursingmotherscounsel.org/
(503) 282-3338
Non-profit organization dedicated to the support, promotion and protection of breastfeeding within our community.

La Leche League of Oregon
http://www.llusa.org/web/PortlandOR.html
(1-800) 525-3243
La Leche League is an international, nonprofit organization that provides education, information, support, and encouragement to all women who want to breastfeed.

Oregon Women Infants & Children (WIC)
http://public.health.oregon.gov/PHD/OFH/WIC/Pages/index.aspx
(971) 673-0040
Oregon’s WIC breastfeeding coordinator can provide valuable assistance identifying community resources for employers and in providing direct services to breastfeeding women.

KellyMom
http://www.kelleymom.com
Kelly Mom was developed to provide evidence-based information on breastfeeding, sleep and parenting.

Employee’s Guide to Breastfeeding & Working

Adapted From The Business Case For Breastfeeding by the U.S. Department of Health and Human Services & Health Resources and Services Administration
Getting Started with Breastfeeding

During Pregnancy

- Pregnancy is the best time to prepare for breastfeeding and returning to work.
- Talk with your supervisor to discuss your plans to breastfeed. Find out if your company provides lactation support program for employees and, if not, about private areas where you can comfortably and safely express milk.

During the First Weeks of Your Baby’s Life

- Your milk is perfect for your baby’s needs, even though it may seem you are not making much the first few days. Your baby’s stomach is very small at first (only the size of a large marble!) and only holds 1-2 teaspoons, so the baby doesn’t need much! Between days 2-5 your body will begin making larger volumes of milk.
- Avoid using bottles or pacifiers for the first 3-4 weeks as this may decrease milk supply. A lactation consultant can help you know you are making plenty of milk, and provide information on other ways to comfort your baby.
- If you and your baby need to be apart, you can express your milk manually or with a breast pump to keep up your milk supply, and refrigerate or freeze your milk to give to your baby later.

During your Maternity Leave

- Practice expressing your milk by hand or with a quality breast pump, and freeze 1-2 ounces at a time to save for your baby after you return to work. This also helps you build a greater milk supply. Pick times of the day when you seem to have the most milk.
- Help your baby adjust to taking breast milk from a bottle shortly before you return to work.

Return to Work Gradually

- Start back to work part-time for a brief period before working full-time.
- Take Wednesday off for a few weeks for a mid-week break, and breastfeed on your baby’s schedule to rebuild your milk supply.
- 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 childcare, take time to breastfeed first. This will give you both time to reconnect before traveling home and returning to other family responsibilities.

Get a Quality Breast Pump

This gives you more time to adjust and helps your body make a good supply of milk!

- Contact your local hospital or Nursing Mothers Counsel to find where to buy or rent a good pump. Electric pumps that allow you to express milk from both breasts at the same time reduce pumping time!

Identify a Private Place to Express Milk.

Work with your supervisor to determine a private place to express your milk.

- The basics essentials are that the room is private and can be secure from intruders when in use, and an electric outlet if you are using an electric breast pump.
- Explain to your supervisor that it is best not to express milk in a restroom. Restrooms are unsanitary and there are usually no electric outlets. It can also be difficult to manage a pump in a toilet stall.

When 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.

  Remember: 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.

Sample Pumping Schedule at Work

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00A.M.</td>
<td>Begin Work</td>
</tr>
<tr>
<td>9:45-10:00</td>
<td>Use Break to Express Milk</td>
</tr>
<tr>
<td>12:00 noon</td>
<td>Take Allowed Lunch Period to Express Milk</td>
</tr>
<tr>
<td>2:30-2:45</td>
<td>Use Break to Express Milk</td>
</tr>
<tr>
<td>5:00 P.M.</td>
<td>Leave Work</td>
</tr>
</tbody>
</table>

Storing Your Milk

- Breast milk is food, so it is safe to keep in an employee refrigerator or a cooler with ice packs.
- Discuss with your supervisor the best place for you to store your milk.

<table>
<thead>
<tr>
<th>Condition</th>
<th>Use within</th>
</tr>
</thead>
<tbody>
<tr>
<td>Refrigerated</td>
<td>2 DAYS</td>
</tr>
<tr>
<td>Frozen</td>
<td>3 MONTHS</td>
</tr>
<tr>
<td>Thawed &amp; Refrigerated</td>
<td>24 HOURS</td>
</tr>
</tbody>
</table>