



INTRODUCTION: The American Academy of Pediatrics recommends breastfeeding exclusively for at least the first six months after birth and, ideally, until or after the child is twelve months of age. The World Health Organization, the U.S. Surgeon General’s Office, and the American Academy of Family Physicians agree. For example, the Surgeon General released a Call to Action in 2011 to support breastfeeding. Several action items were directed toward employment, such as ensuring that employers establish and maintain comprehensive, high-quality nursing mothers support programs for employees. In addition, the Healthy People Initiative, managed by the Office of Disease Prevention and Health Promotion at the Department of Health and Human Services (HHS), includes a goal for increasing the number of workplaces that provide nursing mothers support services from 25% to 38% of workplaces. (*Office of Personnel Management; 2013*)

1. The Fair Labor Standards Act (FLSA) protects a woman who is breastfeeding after returning to work after childbirth. Women are allowed to use allotted break time for the purpose of expressing your milk for your baby as well as given appropriate space for the duration of your baby’s first year.
2. The decision for a woman to continue expressing milk for an infant after returning to work takes support from everyone in the work space. Studies show that when women are supported to continue supplying breast milk for nursing infants, cost savings to agencies exist in the form of:
 - a. Less missed time at work due to infant illness
 - b. Less cost to the healthcare system due to long-term maternal and infant illness
3. Continuing to breastfeed after return to work can help an employee transition as a mother as well as back to her role in the work place by giving her a sense of wellness associated with the ongoing provision of the optimal form of infant nutrition.
4. The CDC recommends that the space provided should:
 - a. be private, have a door and a lock; this space is NOT a bathroom
 - b. have access to nearby clean running water
 - c. be within 5 minutes walking distance to work space

RESOURCES:

Civilian

Office of Personnel Management. *Guide for Establishing a Federal Nursing Mother's Program*. Washington, DC. Office of Personnel Management; 2013

Military

Air Force: Air Force Instruction 44-102 (Section 4.15) AFI 44-102 (updated Jan 2012)

Army: Army Regulation 614-30

Coast Guard: COMDINST M1000.6A (Chapter 9.A.4)

Marine Corps: Marine Corps Order 5000.12E

Navy: BUMEDINST 6000.14

REFERENCES:

- a) OPM Memorandum for Heads of Executive Departments and Agencies, December 22, 2010
Subject: Nursing Mothers in Federal Employment
- b) United States Office of Personnel Management Guide for Establishing a Federal Nursing Mothers Program, 2013
- c) DOD Manual 6055.05-M, Occupational Medical Examinations and Surveillance, May 2, 2007, Chapter C3.7
- d) The CDC Guide to Breastfeeding Interventions. Atlanta: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, 2013
- e) U.S. Department of Health and Human Services. The Surgeon General's Guide to Support Breastfeeding. Washington, DC: U.S. Department of Health and Human Services, Office of the Surgeon General; 2011.
- f) United States Department of Labor, Wage and Hour Division, Fact Sheet #73: Break Time for Nursing Mothers under the FLSA
- g) AAP Breastfeeding and Human Milk Statement 2012,
<http://pediatrics.aappublications.org/content/early/2012/02/22/peds.2011-3552>
- h) Centers for Disease Control and Prevention. *Strategies to Prevent Obesity and Other Chronic Diseases: The CDC Guide to Strategies to Support Breastfeeding Mothers and Babies*. Atlanta: U.S. Department of Health and Human Services; 2013.
- i) US Department of Health and Human Services. *The Surgeon General's Call to Action to Support Breastfeeding*. Washington, DC: U.S. Health and Human Services, Office of the Surgeon General; 2011.