

## **Purdue University Lactation Support Program**

### **Lactation Space Contact 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, including but not limited to 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:

<https://www.purdue.edu/hr/Benefits/WorkLife/Lactation/SupportResources.php>

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.

#### **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.

#### **How do I help employees?**

Employees, or their supervisors, who wish to express milk during the work period, will contact you to make arrangements to utilize the lactation space. Purdue University recommends this occur no later than two weeks prior to the employee's return to work. Room contacts should then assist in scheduling the space to be privately utilized. When more than one breastfeeding employee needs to use the space, room contacts and employees should negotiate milk expression times that are most convenient or best meet their needs.

### **What if the space is not available that fits the employee's need?**

In the event your space is not available, the employee should be assisted in locating another space nearby. A current list of locations can be found online at: [www.purdue.edu/familyfriendly/lactation](http://www.purdue.edu/familyfriendly/lactation). For assistance with this, you can contact Human Resources – Worksite Health & Child Care Specialist at 496-0312

### **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/familyfriendly/lactation](http://www.purdue.edu/familyfriendly/lactation)

### **National resources for mothers**

- **U.S. Department of Health & Human Services / Office of Women's Health**  
[www.womenshealth.gov](http://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](http://www.hmhb.org/publications.html)  
Offers informational booklets for working mothers available in English and Spanish
  - **LaLeche League International**  
[www.llli.org](http://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](http://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](http://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](http://www.in.gov/isdh/24775.htm)  
Breastfeeding information and list of resources in Indiana
- **Indiana Perinatal Network**  
[www.indianaperinatal.org](http://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](http://www.marchofdimes.org/Indiana)  
Offers breastfeeding information and link to regional offices