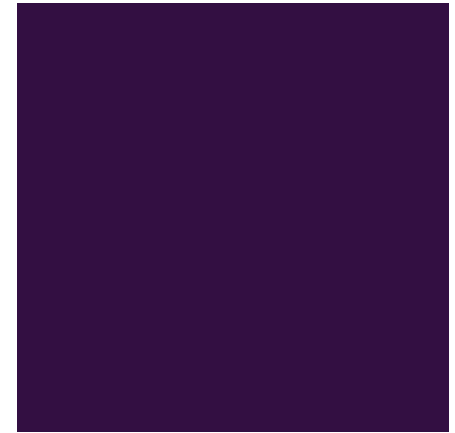
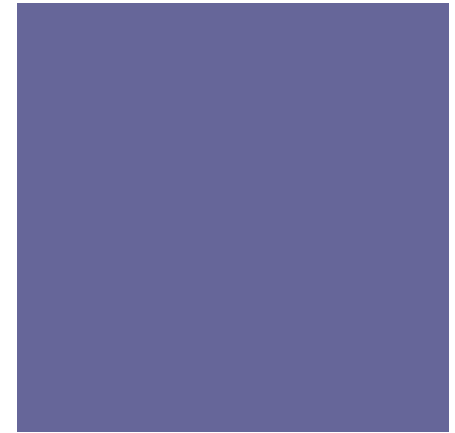




Amending the Countywide Policy to Support Breastfeeding Employees in Riley County



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Field Experience with
the Riley County Health
Department



Outline



- Introduction
- Scope of Work
- Learning Objectives
- Breastfeeding Evidence
- Activities Performed
- Products Developed
- Alignment with Public Health Core Competencies



Riley County Health Department



- **Vision:** Healthy people in a healthy community
- Serves over 75,000 residents in Riley County
- Works with community partners and organizations to identify and address health issues and improve the quality of life for residents and visitors
- Field Experience
Preceptor: Jessica Fiscus, MPH
 - Health Educator



Scope of Work

- Amend Riley County's existing breastfeeding policy
 - Clarify expectation of federal law for employers and breastfeeding employees
 - Identify location(s) in each county building where women can pump breast milk
 - Make the policy inclusive for all employees
- Twenty Riley County Departments housed in eight different buildings in Manhattan, KS



Learning Objectives

- Understand the importance of evidence-based policy in the field of public health
 - How this applies to breastfeeding policy
- Understand the process that it takes to implement a public health policy in the workplace
- Exhibit effective communication skills in different group/environment settings



Breastfeeding Evidence

- Centers for Disease Control and Preventions' review of the ten greatest public health achievements of the 20th century shows that each of them was influenced by evidence-based policy change
 - Immunizations
 - Safer and healthier foods
 - Control of infectious diseases
- **Evidence-based policy:** public policy that uses a decision-making approach that relies on the *best* available objective evidence about what does and does not work

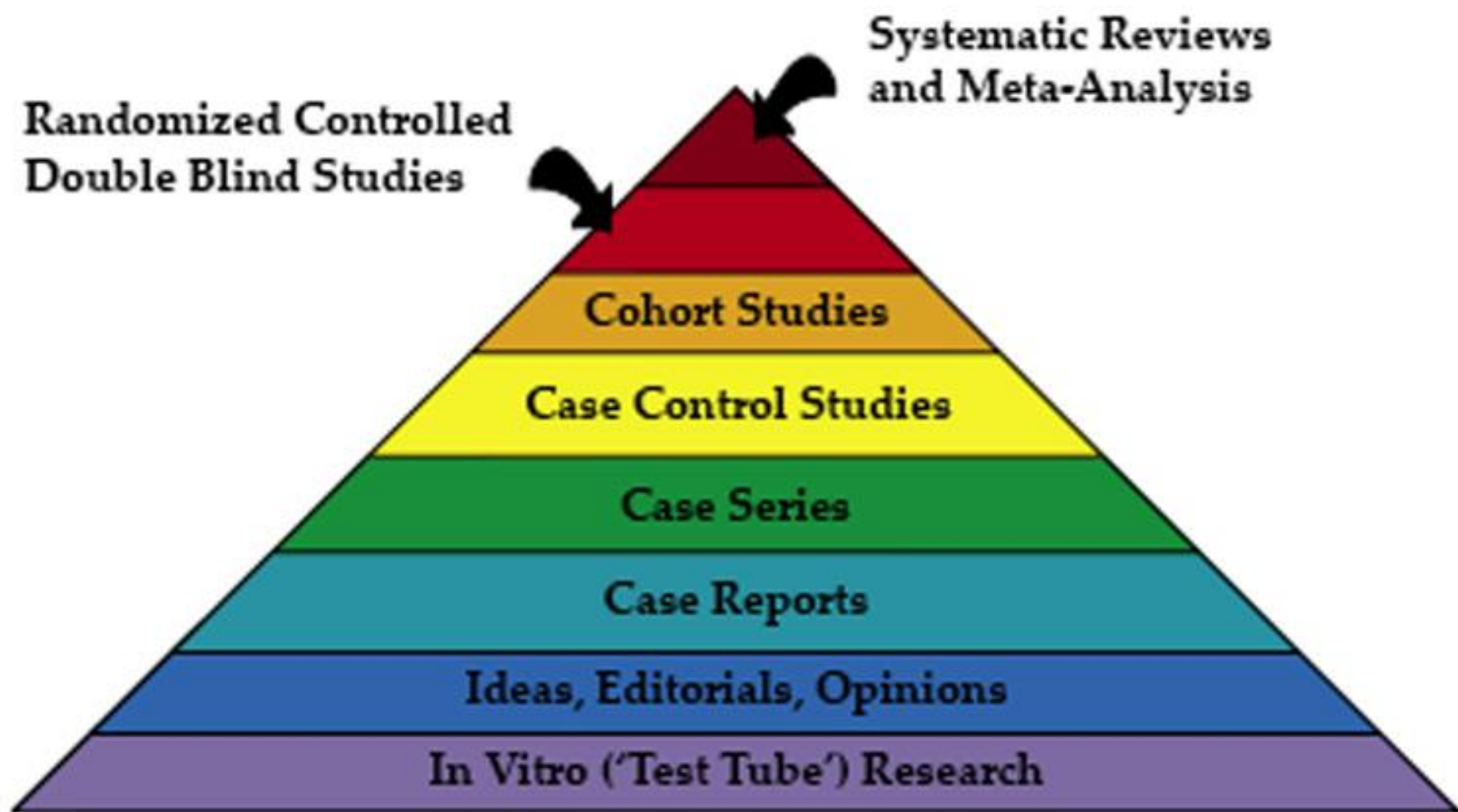


Figure 1. Evidence pyramid graphic, from SUNY down-state medical research library of Brooklyn, EBM tutorial



Breastfeeding Evidence



- Recommended form of infant feeding
 - World Health Organization, Association of Women's Health, International Lactation Consultant Organization, American Academy of Pediatrics, US Surgeon General
 - Adopted by Healthy People 2020
- Nutritional factors
 - Water, amino acids, lactose, fatty acids
- Protective factors
 - anti-microbial compounds, antibodies, probiotics, cytokines, receptors, tolerance/priming compounds, immune development compounds, fatty acids, and anti-inflammatory compounds
- Psychological and mental health benefits





Breastfeeding Evidence



- Women in the workplace (2015)
 - 70% of women of childbearing age were employed
 - Over half of all mothers with children under the age of one year were employed (57.1%)
 - 72% of those mothers worked full-time
- Women returning to work are less likely to breastfeed or will do so for a shorter duration
 - Varies by profession
- Rates of breastfeeding initiation increase if a *supportive* breastfeeding policy is in place
 - Private area for milk expression, flexible breaks, educational programs, lactation management service and support
- Benefits for employee and employer





Activities Performed



- Attended a WorkWell KS Workshop
 - Organization that provides local training for worksites in Kansas to help with the development and implementation of comprehensive worksite wellness plans

- Corresponded with Brenda Bandy, Program Director of Kansas Breastfeeding Coalition
 - Breastfeeding Employee Support Award
 - Review current breastfeeding policy for Riley County
 - Exempt vs. non-exempt employees
 - Revision of breastfeeding policy for Riley County



GOOD HEALTH IS GOOD BUSINESS



Breastfeeding Employee Support Award for Employers in Kansas



- The Kansas Breastfeeding Coalition (KBC) presents this award to workplaces that support their breastfeeding employees
 - Awarded with plaque, recognition on KBC website, and a press release to local media
- Employers are evaluated based on three levels of support in four categories (Policy & Education, Space, Time, Support)
 - Bronze
 - Silver
 - Gold
- Review the award to provide a tiered example of breastfeeding policies and their different levels of effectiveness



Riley County's Current Breastfeeding Policy



(b) Rest Breaks for Nursing Mothers

The Patient Protection and Affordable Care Act (“PPACA”), signed into law on March 23, 2010 (P.L. 111-148), amended Section 7 of the FLSA, to provide an unpaid break time requirement for nursing mothers.

Accommodations will be provided for **unpaid reasonable break time for a non exempt employee** to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express the milk. Accommodations will also be provided with a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

A reasonable amount of break time to express milk as frequently as needed by that nursing mother will be provided. The frequency of breaks needed to express milk as well as the duration of each break will likely vary.

The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing mother's use, it must be available when needed in order to meet the statutory requirement. A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient provided that the space is shielded from view, and free from any intrusion from co-workers and the public.

Only employees who are not exempt from the FLSA's overtime pay requirements are entitled to reasonable unpaid breaks to express milk. It is not required under the FLSA to provide breaks to nursing mothers who are exempt from the overtime pay requirements.



First Revision of Riley County's Breastfeeding Policy



- Include both exempt and non-exempt employees
- Clarify and expand on:
 - The designated area
 - Proximity to workplace, functional lock or sign, lighting, privacy, amenities
 - Breast milk storage
 - Designated storage area, storage time
 - Employer responsibilities
 - Notification to breastfeeding employees rights
 - Employee responsibilities
 - Notifying supervisors, maintenance of designated area, breastfeeding supplies



Activities Performed



- First Meeting with Riley County's Human Resource Director and Riley County Counselor
 - Reviewed draft of breastfeeding policy
 - Potential barriers/questions
 - Could there be allocated spaces in only one of two county buildings if they were next to each other?
 - How many spaces should be allocated per building?
 - What type of signage is recommended for rooms that do not have a functional lock?
- Second Meeting with Riley County's Human Resource Director and Riley County Counselor
 - Draft approved to present to Department Heads

(b) Rest Breaks for Nursing Mothers

The Patient Protection and Affordable Care Act (“PPACA”), signed into law on March 23, 2010 (P.L. 111-148), amended Section 7 of the FLSA, to provide an unpaid break time requirement for nursing mothers.

Accommodations will be provided for **unpaid reasonable break time for both a non-exempt or exempt employee** to express breast milk for her nursing child for one year after the child’s birth each time such employee has need to express the milk. Accommodations will also be provided with a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

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For full statute guidelines, please refer to Appendix D.



Activities Performed



- Meeting with Department Heads
 - Reviewed draft of breastfeeding policy
 - Removal of the term “unpaid” from “unpaid reasonable break time”
 - Allocated area will be within five minutes of an employee’s work station



Products Developed



- Next Department Head Meeting is on December 7th, 2016
 - Review and approval of current draft of breastfeeding policy
 - Introduction of Brenda Bandy
 - Allocation of designated spaces

- While this is not yet a concrete product that has been developed, it is a step in the right direction to allow Riley County to adopt a supportive breastfeeding policy for nursing mothers in the workplace

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Alignment with Public Health Core Competencies



■ Biostatistics

- Reviewing and interpreting of data and statistics presented by US Department of Labor, Bureau of Labor Statistics; important in evidence-based research

■ Healthcare Administration

- Review of supportive breastfeeding policy and revisions of Riley County's current breastfeeding policy

■ Epidemiology

- Assessment of who, why, and when women breastfeed as and the current rates of initiations and continuation of breastfeeding in the workplace under different conditions; important in evidence-based research



Alignment with Public Health Core Competencies



- Social and Behavioral Sciences
 - Understanding how health behavior is influenced by societal influences, such as the relationship between a supportive work environment and the initiation and continuation of breastfeeding; societal influences' effect on implementation of a policy

- Environmental Health
 - What conditions are ideal and not ideal for the designated area



Acknowledgements



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Questions?

