


BREASTFEEDING - FRIENDLY WORKPLACE ASSESSMENT

The Niagara County Department of Health is committed to promoting and protecting a mother's right to breastfeed her child for as long as she chooses. Doctors recommend exclusive breastfeeding for at least six (6) months for the optimal health of a mother and her child. New York State Labor Law (Section 206-c) requires employers to provide reasonable time for an employee to express milk during the work period as well as private space (not a bathroom) that is free from intrusion by co-workers and the public. These provisions must be accommodated for up to three years after the birth of a child.

If your company currently supports breastfeeding accommodations for employees or clients, the Niagara County Department of Health would like to publicly recognize your efforts. Please refer to the enclosed "Accommodations for Breastfeeding in the Workplace" for minimum requirements for designation. We also provide support to companies interested in becoming Breastfeeding Friendly. Please take the time to answer a few brief questions to let us know what your company is doing to support breastfeeding. We appreciate your input!



Daniel J. Stapleton, MBA
Public Health Director



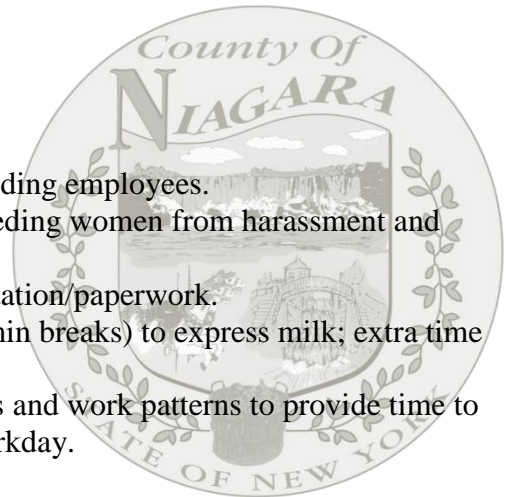
Elise K. Pignatara, MS, CLC
Director, Division of Planning and Emergency Preparedness

Visit <http://www.niagaracounty.com/health/Services/LactationandBreastfeeding.aspx> for additional information.

ASSESSMENT: Please check all boxes that apply to your business:

Breastfeeding Policy

- We have a written policy outlining organizational support for breastfeeding employees.
- Our breastfeeding policy includes protection for pregnant and breastfeeding women from harassment and discrimination.
- Our written breastfeeding policy is provided with new employee orientation/paperwork.
- Employees take their usual lunch and break times (two to three 15-20min breaks) to express milk; extra time is considered unpaid leave time
- We offer work schedule flexibility. We allow moms to schedule breaks and work patterns to provide time to breastfeed their babies or to express or pump breastmilk during the workday.
- We offer expanded paid breaks for expressing milk or breastfeeding.
- Employees may bring infants to work and are encouraged to feed on demand.
- Care givers may bring the child to the mother for feedings.
- We provide breastfeeding information to employees, to include lactation support contacts (e.g. NCDOH Breastfeeding Brochure).
- Our established company training program for managers, supervisors and employees include information about our workplace lactation policy.

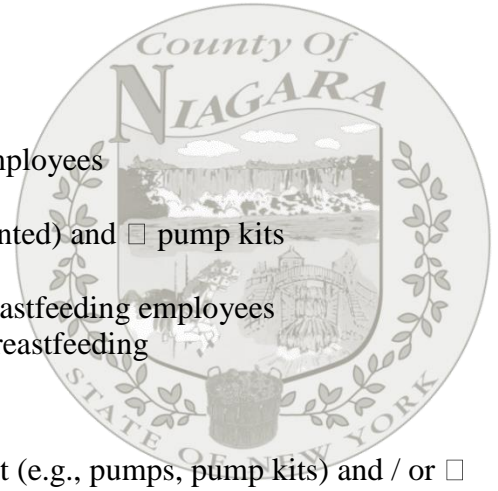


Breastfeeding Facilities

- Designated breastfeeding room (or rooms) **or** accessible, clean space (other than a restroom) that locks from the inside, has an electrical outlet, table, chair and access to nearby running water
- The space has room dividers to allow multiple mothers to use the space at the same time
- Employee stores milk in personal cooler
- Employee stores milk in a common staff refrigerator
- Employee stores milk in a refrigerator dedicated for human milk storage

(Questions continue on page 2) →

← (Questions continued from page 1)



Breastfeeding Resources

- We routinely promote the benefits of breastfeeding to all employees
- We sponsor the services of a lactation consultant for all breastfeeding employees
- Employees provide their own breast pump
- We provide a hospital-grade electric breast pump (company owned or rented) and pump kits
- We subsidize the cost of attachment kits for a hospital-grade pump
- We purchase personal electric breast pumps and / or pump kits for breastfeeding employees
- Childcare is available and accessible to employees and accommodates breastfeeding

Breastfeeding Insurance Benefits

Our health insurance plan provides coverage for breastfeeding equipment (e.g., pumps, pump kits) and / or breastfeeding services (e.g., lactation consultant services)

Other ways your business accommodates breastfeeding employees or clients:

Technical Assistance

- Our management team would like a consultation on how to enhance breastfeeding support.

What can we do to help you further accommodate breastfeeding in the workplace?

WORKSITE INFORMATION

How many employees does your business employ? _____

Approximately what percent of your employees are women between the ages of 15 and 44? _____

Please complete the following to be considered for Breastfeeding Friendly Workplace designation and/or to receive technical assistance:

Company Name _____

Company Address _____

Contact Name _____

Contact Title _____

Phone number _____ **Email** _____

Please mail or fax this form to the attention of: Elise Pignatora, Director of Public Health Planning & Emergency Preparedness

Fax: 716-439-7440

Address: Niagara County Department of Health, 5467 Upper Mountain Road, Suite 100, Lockport, NY 14094