



## MICHIGAN BREASTFEEDING-FRIENDLY WORKPLACE

### Awards Application and Criteria for Inclusion

Mothers are more successful with breastfeeding when they live and work in supportive communities. The Michigan Breastfeeding Network (MIBFN) wishes to recognize Michigan employers that provide workplace support to breastfeeding employees through our Michigan Breastfeeding-Friendly Workplace Awards.

Employers are evaluated based on criteria for three levels of support: Gold, Silver, and Bronze. Employers meeting requirements of one of the three criteria levels will be recognized with a certificate and recognition on the MIBFN website and social media pages.

Please submit application materials to [info@mibreastfeeding.org](mailto:info@mibreastfeeding.org). Awards are processed monthly. For more information about the Workplace project, visit [mibreastfeeding.org/workplace](http://mibreastfeeding.org/workplace).

### CONTACT INFORMATION

Name: \_\_\_\_\_  
 Local Coalition's Name: \_\_\_\_\_  
 Email: \_\_\_\_\_ Phone: \_\_\_\_\_

### COMPANY INFORMATION

Workplace Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City/Town in Michigan: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Company Website: \_\_\_\_\_  
 Company Facebook Page: \_\_\_\_\_

### APPLICATION CRITERIA

Award level will be determined based on the following criteria and checklist.

	<b>Bronze</b>	<b>Silver</b>	<b>Gold</b>
Adherence to the Break Time for Nursing Mothers Law*	<input type="checkbox"/> Flexible breaks for employees to express milk <input type="checkbox"/> Private, secure area to express milk	<input type="checkbox"/> Flexible breaks for employees to express milk <input type="checkbox"/> Private, secure area to express milk	<input type="checkbox"/> Flexible breaks for employees to express milk <input type="checkbox"/> Private, secure area to express milk
Number of Strategies	1-5 strategies	6-10 strategies	11+ strategies
Additional Requirements	-	-	<input type="checkbox"/> Take the Designing Healthy Environments at Work (DHEW) Assessment at <a href="http://www.mihealthtools.org/work">http://www.mihealthtools.org/work</a>

\*The Fair Labor Standards Act (FLSA) was amended in 2010 to require employers to (1) provide reasonable break time for an employee to express breast milk and to (2) provide a private place, other than a bathroom, which may be used by an employee to express breast milk.



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### APPLICATION CHECKLIST

Please check the boxes that apply to your workplace.

#### Policy and Education:

- Verbal agreement between employee and direct supervisor regarding break times and space to express milk
- Verbal or written breastfeeding policy
- Verbal information provided to all employees about breastfeeding support
- Written breastfeeding support policy with education provided for all employees
- Educational packet about benefits of breastfeeding given to all expectant and/or breastfeeding employees

#### Facilities:

- Comfortable chair for pumping/nursing
- Small table
- Electrical outlet
- Refrigerator or personal cooler for milk storage
- Nearby sink with running water or sanitizing wipes for clean-up
- Radio/cassette/CD player
- Telephone
- Breastfeeding mother art

#### Scheduling:

- Ability to work part-time or some hours from home
- Flextime or job-sharing option
- On-site childcare
- "Baby-at-work" program
- Up to 12 weeks maternity leave (at least 6 weeks paid)
- Breast pump provided or subsidized by employer

#### Resources:

- List of local breastfeeding resources
- Lactation consultant services provided for employees (via insurance or paid by employer)

**What makes your employers' breastfeeding support unique?**

**Please share any additional information that shows your employers' support of breastfeeding employees.**

**Thank You For Catalyzing A Race To The Top Amongst Breastfeeding-Friendly Employers Throughout Michigan!**

Additional resources and tools can be found at [mibreastfeeding.org/workplace](http://mibreastfeeding.org/workplace).

The Michigan Breastfeeding-Friendly Workplace Awards are a component of the Michigan Breastfeeding Network's "MI Breastfeeding-Friendly Businesses Project," a worksite lactation support initiative funded by the Cardiovascular Health, Nutrition and Physical Activity Section at the Michigan Department of Health and Human Services (MDHHS). The project is intended to increase the number of Michigan businesses able to assess their compliance with the federal breastfeeding accommodation law.