

Families 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. MIBFN's goal with the Workplace Awards Program is to shift organizational policy and culture to center breastfeeding families, specifically Black and/or Indigenous families of color.

Please note, this document is intended for planning purposes. To submit your application, visit mibreastfeeding.org/workplace and click on the "Workplace Awards" tab to access the online application. If you have any questions, please email hello@mibreastfeeding.org.

CONTACT INFORMATION

Name: _____
 Email: _____ Phone: _____

WORKPLACE INFORMATION

Workplace Name: _____
 Address: _____
 City/Town in Michigan: _____ Zip: _____
 Company Website: _____
 Company Facebook Page: _____
 Is your employer part of a larger company with more than one location in Michigan? YES NO

APPLICATION CRITERIA

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

	Bronze	Silver	Gold
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

*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.

APPLICATION CHECKLIST

Please check the boxes that apply to your workplace.

<p>Policy and Education:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Verbal agreement between employee and direct supervisor regarding break times and space to express milk <input type="checkbox"/> Verbal or written breastfeeding policy <input type="checkbox"/> Verbal information provided to all employees about breastfeeding support <input type="checkbox"/> Written breastfeeding support policy with education provided for all employees <input type="checkbox"/> Educational packet about benefits of breastfeeding given to all expectant and/or breastfeeding employees <p>Facilities:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Comfortable chair for pumping/nursing <input type="checkbox"/> Small table <input type="checkbox"/> Electrical outlet <input type="checkbox"/> Refrigerator or personal cooler for milk storage <input type="checkbox"/> Nearby sink with running water or sanitizing wipes for clean-up <input type="checkbox"/> Radio/cassette/CD player <input type="checkbox"/> 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)

Other:

- Completion of the Designing Healthy Environments at Work (DHEW) available at mihealthtools.org/work

In 1-2 sentences, what would you like us to know about your employer's 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.

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.