

During the March 2024 Local Breastfeeding Supporter Meeting, the focus of the meeting's conversation was on

BUILDING A BREASTFEEDING-SUPPORTIVE WORKPLACE CULTURE

TWO FEDERAL BREASTFEEDING-SUPPORTIVE LAWS ARE UPDATED

Note-worthy:
ALL employees are covered and the law is enforceable in court

Click here
to review Workplace Protection facts for pregnant and breast/chestfeeding parents

The Center for Worklife Law has a free legal hotline, which is reachable at (415) 703-8276

Click here
to review the Fair Labor Standards Act (FLSA) and Pump at Work materials

The MIBFN site also has several tools available, or contact us via email for details

EDUCATION AND ADVOCACY RESOURCES ARE AVAILABLE

GUIDANCE FROM LOCAL BREASTFEEDING SUPPORTERS

THERE ARE NECESSARY UPDATES TO WORKPLACE AWARDS

ELIGIBILITY CRITERIA:

- including written policies - in worker contracts, handbooks, and training - as well as established practices of:
- All workers compensated at > \$15/hour
 - All workers provided -minimum- 15 weeks paid parental leave per calendar year (in the event of a birth, miscarriage, still birth, surrogacy, adoption, or fostering) with the option to take intermittent leave
 - Where baby safety is feasible, baby-at-work is provided as an option
 - Accessible, on-site child care for all employees with children under 5
 - Remote work options
 - Accommodations provided as long as parent wants to express milk - beyond the 1-year that's protected in existing law
 - Job and income security for employees who are expressing milk is in alignment with gender-based discrimination laws
 - Accommodations are provided to parents in other circumstances (loss, separation, etc.)
 - Breastfeeding-supportive expectations are communicated to all workers as part of onboarding and throughout each year to ensure compliance among non-birthing workers

WORKPLACES NEED MEANINGFULLY EQUIPPED SPACES FOR MILK EXPRESSION AND BREAST/CHESTFEEDING

including at least:

- Quality furniture and materials
- A table or surface for the pump/supplies
- A refrigerator for workday milk storage
- A sink and spaces to clean pump parts
- Milk expression supplies - including storage bags, wipes, and nipple cream
- A sign on the door to ensure other staff are not intruding (e.g. "I'm working for my baby right now")

And ideally also including:

- Diffusers
- Soothing decorations
- Music/white noise
- Bottled water
- Encouraging messages

THERE ARE NECESSARY UPDATES TO WORKPLACE AWARDEE PUBLICATIONS:

- Local breastfeeding supporters or organizations should send an open letter to businesses in their community with an invitation to be identified as a Michigan Breastfeeding Friendly Employer
- MIBFN should publish a clickable/searchable resource that includes all awardee organizations and the accommodations they provide
- Awardees, local breastfeeding organizations, and MIBFN should include lactating workers - in awardee photos, recognition, and celebrations - to honor all they do to care for their children while they are working

Workplace Awardees will receive a newly designed window cling!

