



Supporting School Employees who Breastfeed

Support from a mother's employer, along with time & space to pump at work, is essential in addressing the issue of breastfeeding duration, especially in challenging workplace settings.

Breastfeeding Workplace Laws

2010 Amendment to Section 7 of the Fair Labor Standards Act of 1938:

“An employer shall provide, 1) a reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth each time such employee has need to express the milk; and 2) a place, other than a bathroom, that is shielded from view and free from intrusion from co-workers and the public, which may be used by an employee to express breast milk.”

Methods

Spring 2013

Louisiana Breastfeeding Law Passed

Fall 2013

Survey conducted in New Orleans area

Spring 2014

Letters mailed to all school districts

Summer/Fall 2014

Follow-up, policies, and workplace designations

Letters Mailed to All School Districts

- Stated the law and need to create a policy
- Noted that the Louisiana Breastfeeding Coalition (LBC)/Mary Amelia Women's Center (MAC) was available to help with the creation of a policy
- Informed school districts about mini-grants available and the workplace breastfeeding-friendly designation program

Follow-up With School Districts and Individual Schools

- Some districts contacted LBC/MAC directly after receiving the letter
- LBC practicum student is following up by email and phone with all districts we have not yet heard from
- Breastfeeding-Friendly school boards are listed on the LBC and MAC websites

Schools as Workplaces

One caveat of the law, is that it does not necessarily extend to non-traditional workplaces, such as schools.

Most teachers are not covered under the federal law.

Other states have worked with school districts to get them to a breastfeeding supportive status. However, **Louisiana is the first and only state to pass legislation specifically requiring public school boards to adopt a policy** to require each school to provide an appropriate space and reasonable amount of break time to accommodate employees who need to express breast milk (NCSL, 2014).



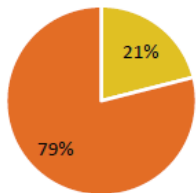
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Due to the structure of our school system in Orleans Parish, there are some unique challenges to working with schools:

1. The Orleans Parish School Board has been contacted, but only serves a small amount of schools.
2. Short-term plans include reaching out to Charter Management Organizations, but Charter Schools are managed by multiple organizations.
3. Parochial schools do not fall under the law.

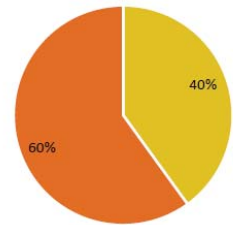
Results



**Schools
Aware of
the Law**

■ Yes ■ No

**Schools
Implementing
or Beginning to
Implement the Law**



■ Yes ■ No

- Only **21% of schools were aware of the law**, but after hearing the details of the law, **40% of schools responded that they have begun to implement it.**
- About **29% of schools reported having space to pump or place to store milk**, and about **40% stated there was break time at least every 3 hours.**
- When asked for reasons schools would be unable to implement the law, the **majority of schools (53.6%) reported there were no reasons why they couldn't implement it.** However, **18% responded that the largest barrier is lack of adequate space.**

38 school districts have passed policies

5 schools have applied for mini-grants to help establish lactation rooms

5 schools have been designated as a Breastfeeding-Friendly Workplaces

Action Steps for Moving Forward

- Work with districts to pass policies
- Provide schools with technical assistance and sharing resources
- Designate individual schools as Breastfeeding-Friendly Workplaces (policy not required) and Workplace Breastfeeding Champions (policy required)
- Obtain feedback from teachers to assess effectiveness and identify challenges to implementation of the law and related policies
- Expand efforts and support for breastfeeding in school settings to include students

Reference | National Conference of State Legislatures (2014, June 11). Breastfeeding state laws. Retrieved October 23, 2014 from <http://www.ncsl.org/research/health/breastfeeding-state-laws.aspx>



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