

MILK EXPRESSION IN THE WORKPLACE

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KVH 4TH TRIMESTER CENTER

The 4th Trimester center provides:

- Birthing and family education courses.
- Follow-through care.
- Lactation support and services.
- Extra resources for the mother-child dyad.

These resources are free of charge as a public health service to families in our community.

Visit the 4th Trimester Center webpage:

<https://www.kvhealthcare.org/hospital-services/family-birthing/4th-trimester/>



KVH 4TH TRIMESTER CENTER

Want to learn more about the KVH 4th Trimester Center?

Watch this full presentation hosted by the Kittitas County Breastfeeding Coalition:

<https://www.co.kittitas.wa.us/uploads/health/programs/breastfeeding/Kittitas-Breastfeeding-Coalition-KVH4thTrimester.mp4>



IMPORTANCE OF HUMAN MILK



Breastfeeding is important for the parent and baby as well. A few of the benefits are:

- Increased bonding
- Reduced risk of ovarian and breast cancers
- Financial benefits
- Reduced bleeding after birth
- Protects baby from illness and infection
- Provides complete nutrition for baby for first 6 months

For more information visit:

<https://www.cdc.gov/breastfeeding/about-breastfeeding/why-it-matters.html>

<https://www.cdc.gov/breastfeeding/pdf/breastfeeding-cdcs-work-508.pdf>

WHY THIS IS IMPORTANT FOR EMPLOYERS?

Supporting nursing moms at work can help the organization.

Some benefits to employers include:

- Legal protection
- Reduction in sick days
- Retention of valued and experienced workers after childbirth
- Less stressed mother = More productive employee

For more information visit:

<https://blogs.cdc.gov/niosh-science-blog/2019/02/11/breastfeeding-work/>

<https://www.womenshealth.gov/supporting-nursing-moms-work/what-law-says-about-breastfeeding-and-work/what-employers-need-know>



THE PUMP ACT (FEDERAL)



The 2022 PUMP Act:

- Workplace protections for nursing mothers.
- Reasonable break time.
- A private place to pump.
- Employee right to file a lawsuit.
- Pumping time may count as worktime.

For more information visit:

<https://www.usbreastfeeding.org/the-pump-act-explained.html#:~:text=It%20expands%20the%20legal%20right,employer%20that%20violates%20the%20law>

WORKPLACE PREGNANCY ACCOMMODATIONS

RCW 43.10.005 requires employers with 15 or more employees to provide:

- A flexible schedule to pump and attend medical appointments.
- Reasonable accommodations.
- A convenient, private location to express milk (not a bathroom).

For more information visit:

<https://app.leg.wa.gov/rcw/default.aspx?cite=43.10.005>

<https://doh.wa.gov/you-and-your-family/lactation#:~:text=Returning%20to%20Work%20%26%20Lactation%20Accommodations,-Available%20in%3A%20English&text=The%20Revised%20Code%20of%20Washington,appointments%2C%20and%20have%20reasonable%20accommodations>



LACTATION SPACE REQUIREMENTS



- Functional for expressing milk (has a chair and flat surface for pumping equipment)
- Shielded from view
- Free from interruption by the public and coworkers
- Available whenever the employee needs the space
- Not a bathroom

For more information visit:

<https://www.womenshealth.gov/supporting-nursing-moms-work/break-time-and-private-space/location-breaks>

LACTATION SPACE SOLUTIONS

1. Flexible space
2. Neighboring business
3. Mobile space
4. Space for multiple people

For more information visit:

<https://www.womenshealth.gov/supporting-nursing-moms-work/break-time-and-private-space/location-breaks>



KVH: ACCOMMODATION FOR BREASTFEEDING EMPLOYEES



- KVH is one of the top three largest employers in Kittitas County.
- Kittitas County Public Health Department (KCPHD) & KVH worked together to implement the KVH policy.
- KCPHD purchased hospital-grade pumps to support the policy.

KVH LACTATION SPACE

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- Not a bathroom

For more information visit:

<https://www.kvhealthcare.org/patients-and-visitors/visiting/mothers-room/>



KVH Lactation Space

NEED HELP WITH WRITING A POLICY?



Kittitas County Public Health Department (KCPHD) can help you write and implement a breastfeeding policy in your workplace!

Reach out to KCPHD at (509) 962-7515, or publichealth@co.kittitas.wa.us



KITTITAS COUNTY BREASTFEEDING COALITION

Kittitas County Breastfeeding Coalition (KCBC) meets every third Wednesday of the month from 9-10:30am.

To attend or get more information email publichealth@co.kittitas.wa.us

or visit

<https://www.co.kittitas.wa.us/health/family/breastfeeding.aspx>



THANK YOU!

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