

# JACKSON COUNTY BREASTFEEDING FRIENDLY BUSINESS AWARD

Company Name: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Fax: \_\_\_\_\_

Email Address: \_\_\_\_\_

Please provide the following information about what the company provides:

## **Bronze Award**

\_\_\_ Flexibility in work schedules to provide time for milk expression:

\_\_\_ lunch times

\_\_\_ break times

\_\_\_ work start / stop times

\_\_\_ Private, clean, non-bathroom space, with:

\_\_\_ locking door

\_\_\_ chair

\_\_\_ electric outlet

\_\_\_ table / shelf for pump

## **Silver Award**

\_\_\_ All of the requirements for the Bronze Award, plus

\_\_\_ sink within close proximity

\_\_\_ comfortable chair

\_\_\_ refrigerator on site

## **Gold Award**

\_\_\_ All of the requirements for the Silver Award, plus

\_\_\_ Electric pump and/or accessory kits or subsidize the purchase of pump/kit

\_\_\_ Educational materials for all employees on the benefits of breastfeeding

\_\_\_ Educational materials for all employees on supporting breastfeeding co-workers

\_\_\_ And at least one of the following:

\_\_\_ Lending library of breastfeeding resources

\_\_\_ List of local breastfeeding resources

\_\_\_ Lactation consulting services

## **Additional Services**

\_\_\_ Workplace support groups for breastfeeding employees

\_\_\_ Other: \_\_\_\_\_

After completing, please return to Jackson County Health Department with a photo of the private room or space.

# WHAT CAN YOU DO TO SUPPORT YOUR COMMUNITY & EMPLOYEES WHEN IT COMES TO BREASTFEEDING?

## 1) KNOW THE LAWS

- Become familiar with the Federal and State laws. See the brochure “Jackson County Breastfeeding Family Business” for more information and resources.

## 2) FIND A SPACE

- Space must be:
  1. Private
  2. Cannot be a bathroom

## 3) WORKING OUT A SCHEDULE

- Must provide reasonable break time for milk expression or nursing up to child’s 1st birthday.
- Cannot reduce employee compensation for the time used for expressing milk.
- ✓ Work out a schedule that works for you and your employee.
- ✓ Can split lunch hour in half, adjust start and stop times, or allow employee to work while pumping (phone calls, reading, etc.)

## 4) FLEXIBILITY & COMMUNICATION

- ✓ Be flexible and have good communication with your employee.

## 5) DEVELOP LACTATION POLICY

- ✓ Develop a lactation policy for your business that:
  - 1) Provides consistency
  - 2) Helps ensure compliance
  - 3) Defines role and responsibilities
  - 4) Can help mom decide when to return back to work

## 6) OTHER THINGS TO CONSIDER

- ✓ Some businesses allow mom to bring her breastfeeding infant to work with her for the first 3, 6, 9 or 12 months. How does this fit into your business model?
- ✓ Provide a dedicated lactation room for your staff and customers; which level would work for your business, Bronze, Silver or Gold?

## CERTIFICATION AWARDS

Awards are given to those businesses who provide the following resources shown below:

### Bronze Award

\_\_\_ Flexibility in work schedules to provide time for milk expression:

- \_\_\_ lunch times
- \_\_\_ work start / stop times
- \_\_\_ break times

\_\_\_ Private, clean, non-bathroom space with:

- \_\_\_ locking door
- \_\_\_ chair
- \_\_\_ electric outlet
- \_\_\_ table/shelf for pump

### Silver Award

\_\_\_ All of the requirements for the Bronze Award, plus

- \_\_\_ sink within close proximity
- \_\_\_ comfortable chair
- \_\_\_ refrigerator on site

### Gold Award

\_\_\_ All of the requirements for the Silver Award, plus

- \_\_\_ Electric pump and/or accessory kits or subsidize the purchase of pump/kit
- \_\_\_ Educational materials for all employees on the benefits of breastfeeding
- \_\_\_ Educational materials for all employees on supporting breastfeeding co-workers

\_\_\_ And at least one of the following:

- \_\_\_ Lending library of breastfeeding resources
- \_\_\_ List of local breastfeeding resources
- \_\_\_ Lactation consulting services

### Additional Services

\_\_\_ Workplace support groups for breastfeeding employees

\_\_\_ Other: \_\_\_\_\_

Jackson County Health Department (JCHD) will provide signs, certification and promotional materials. Great job! Thank you for supporting breastfeeding moms & babies.



For more information regarding supporting nursing moms in the community and at work, visit [www.womenshealth.gov/supporting-nursing-moms-work](http://www.womenshealth.gov/supporting-nursing-moms-work)

- Required by law
- ✓ Preferred



## JACKSON COUNTY BREASTFEEDING FRIENDLY BUSINESS AWARD PROGRAM

Businesses who have established policies that support breastfeeding families by providing supportive services for working breastfeeding mothers can receive the Jackson County Breastfeeding Friendly Business Awards.

Businesses that participate will be awarded a certificate based on their level of breastfeeding friendliness.

Worksites can be nominated by a member of the public, or employees of a given business.

For additional information, applications, & guidelines call 618-684-3143 ext. 165



## ADDITIONAL RESOURCES

### WOMEN'S HEALTH



### CENTERS FOR DISEASE CONTROL



### US BREASTFEEDING



**Jackson County Health Department**  
415 Health Department Road  
Murphysboro, IL 62966  
618-684-3143 Ext. 148

### JCHD ONLINE



## “SUPPORT OUR FUTURE ONE MOM AT A TIME”

**Learn how your  
business can benefit from  
supporting breastfeeding  
employees & customers**

## WHAT BREASTFEEDING FRIENDLY MEANS:

- **You value** breastfeeding
- **Let your customers know** that you support breastfeeding
- **Provides a welcoming environment** for mothers to breastfeed in public
- **Provides a comfortable & private space** for mothers to breastfeed
- **Displays a sign** that tells people that breastfeeding is welcomed
- **Establishes a verbal or written** breastfeeding policy or guidelines
- **Inform your staff & volunteers** that your business or organization is breastfeeding friendly



## MOTHERS

Are the ***fastest-growing*** group in the U.S. labor force

## ILLINOIS BREASTFEEDING LAWS

**Nursing Mothers in the Workplace Act (7-12-18)** An Illinois employer shall provide reasonable break time to an employee who needs to express breast milk for her nursing infant child each time the employee has the need to express milk for one year after the child's birth. An employer may not reduce an employee's compensation for time used for the purpose of expressing milk or nursing a baby. An employer shall provide reasonable break time as needed by the employee unless to do so would create an undue hardship as defined by item (J) of Section 2 - 102 of the Illinois Human Rights Act.

**Lactation Accommodation for Students (1/2018)** Illinois public schools are required to provide accommodations for a lactating student to breastfeed her baby.

**Exempt Nursing Mothers from Jury Service (2006)** The Jury Act was amended to include: “any mother nursing her child shall, upon request, be excused from jury service.”

**“The Right to Breastfeed” Act (2004)** A mother may breastfeed in any location, public or private, where the other is otherwise authorized to be.

**Breastfeeding is Not Indecency (1995)** Breastfeeding of infants is not an act of public indecency.

**For more information visit:**  
**[www.illinoisbreastfeeding.org](http://www.illinoisbreastfeeding.org)**



## FEDERAL BREASTFEEDING LAWS

**Patient Protection & Affordable Care Act** All employers in the U.S. are required by federal law to provide nonexempt (hourly) employees the following:

- Reasonable, unpaid break time to express milk for infants up to 1 year after birth.
- A private place, other than a bathroom where employees can express milk.



## BREASTFEEDING IS GOOD FOR MOMS, BABIES AND BUSINESSES!

### **How Breastfeeding Can Benefit Your Business or Organization**

- Lowers medical care costs and health insurance claims
- Reduce absenteeism due to sick child as breastfeeding helps infants fight infections
- Lowers turnover and reduces training costs
- Improves productivity, satisfaction, loyalty, & morale
- Creates a positive image for your business / organization
- Helps with employee recruitment & retention
- Tax credit to businesses that adopt workplace friendly breastfeeding to support measures

