

NE LESSON CODE BF-000-29

Breastfeeding and Returning to Work

OBJECTIVE

Participants will be able to:

- * Identify tips for approaching an employer about continuing to breastfeed after returning to work.
- * Identify activities to do before returning to work to make it easier to continue breastfeeding.

MATERIALS

TV/VCR

Videotape: *Breastfeeding and Returning to Work / Como continuar dando pecho cuando se regresa al trabajo*, stock no. 7718 (produced by Eagle Video Productions, English and Spanish, approximately 11:50).

Flip chart or dry-erase board

Markers

Pens or pencils

Handouts:

- * *Breastfeeding and Working Works for Me!*, stock no. 13-06-11496, *Alimentar al pecho y trabajar funciona para mí*, stock no. 13-06-11496A
- * *Breastfeeding and Returning to Work Checklist*, attached
- * *Become a Mother-Friendly Worksite*, stock no. 13-58
- * *A Letter From Your Employee's Physician*, access both the English and the Spanish letter at http://www.dshs.state.tx.us/wichd/bf/pdf/phyletter_a.pdf.

Note about New Lesson Survey Forms:

The first few times a new lesson is presented, staff and participants need to complete the survey forms attached at the end of this lesson. Please note that the *Staff Survey Form* is different from the *Participant Survey Form*. Only 10-20 participant surveys need to be completed. Please mail completed new lesson surveys to:

Delores Preece
Texas Department of Health
Bureau of Nutrition Services
1100 W. 49th Street
Austin, Texas 78756

Revised 3/04

LESSON DESCRIPTION

This lesson is intended for pregnant moms or breastfeeding moms who will be returning to work. The video is designed to educate participants about steps to take to make breastfeeding successful after returning to work. The “discussion” portion of the lesson repeats the tips for approaching an employer about pumping at work. It also gives the participants a checklist of activities to do before returning to work to make it easier for them to continue breastfeeding.

ICEBREAKER

Have you ever set a goal to do something that you knew would help make a better future, and then met that goal?

Allow class participants time to answer. Give them an idea or two from the list below if they are having trouble answering.

Possible answers might be:

- * I graduated from high school, college, or a certification program.
- * I passed the General Education Development (GED) exam.
- * I learned how to speak another language.
- * I lost weight.
- * I became more physically active.
- * I breastfed my child.

Well, breastfeeding can positively influence your future by lowering your risk of certain cancers, osteoporosis, and urinary tract infections. And breastfeeding can make an important impact on your child's future by guaranteeing the best possible brain development and lowering his risk for many childhood and adult illnesses.

The goal to breastfeed after returning to work can be a challenge to meet. But it can also be well worth it.

INTRODUCE VIDEO

In the following video, you'll hear from several moms who continued to breastfeed their babies after returning to work. You'll even hear from a mom who continued breastfeeding her baby while completing high school. The moms will give you tips on how they obtained support from their families, child-care providers, and employers to achieve their goal.

Show the video *Breastfeeding and Returning to Work/Como continuar dando pecho cuando se regresa al trabajo*.

DISCUSSION

As the video explained, it is important to have support from your family, child-care provider, and employer in order to continue breastfeeding after returning to work.

Another thing you need to continue breastfeeding after returning to work is the ability to express your breastmilk. That is where WIC can support your efforts to continue breastfeeding.

While many women find hand expression is the best method for them, other mothers may need a breast pump. Breastfeeding mothers on WIC may qualify for a breast pump if they are returning to work or school. If you will be returning to work or school, please let WIC staff know at your baby's first certification.

As the video explained, you will need to express your milk or pump about as often as your baby nurses or every 2-3 hours. If you work an 8-hour day, this means expressing at mid-morning, lunch, and mid-afternoon. You should allow 15 to 30 minutes to express your milk depending on which method of expression you use.

While many employers are happy to accommodate their breastfeeding employees, the law does not require them to. That is why it's important to offer to come in early and stay late to make up for time lost due to expressing. That may be the deciding factor in whether or not your employer supports your efforts to continue breastfeeding.

Pass out *Mother-Friendly Worksite* materials and *A Letter From Your Employee's Physician*. Write "Talking to Employer" at the top of the flip chart or dry-erase board.

DISCUSSION QUESTIONS

- 1. What were some of the other tips mentioned in the video for talking to your employer about returning to work and breastfeeding? You can look at the handouts to help remind you.**

Allow class participants time to answer the question. List answers on the flip chart or dry-erase board under "Talking to Employer." Add the following points if class participants did not address them.

- * Explain the benefits to the employer for supporting your efforts to continue breastfeeding. These were covered in the video and are listed in the brochure. You can bring your employer the *Mother-Friendly Worksite* materials provided to you today.
- * Bring your employer a letter of support from your doctor. Take *A Letter From Your Employee's Physician* to your baby's next doctor appointment for him or her to sign.
- * Bring your baby to work so your boss can see how happy and healthy your baby is from your milk.

Pass out *Breastfeeding and Working Works for Me*, stock no. 13-06-11496. Write “Other Tips” on the next page of the flip chart or on the dry-erase board.

2. What were some of the other tips mentioned in the video for making it easier to return to work and continue breastfeeding? You can look at the new handout to help remind you.

Allow class participants time to answer the question. List their answers on the flip chart or dry-erase board under “Other Tips.” Add the following points if class participants did not address them.

- * Take as much maternity leave as possible.
- * See if your employer will let you take unpaid leave while holding your position.
- * Start back to work part-time at first.
- * Plan practice runs of leaving your baby with your caregiver for several hours.
- * Find childcare close to your employment or seek employment close to your day care so you can breastfeed your baby at lunch.
- * Start back to work on a Thursday or Friday your first week.
- * Breastfeeding when you and your baby are together and giving your baby formula when you are at work is an option if you can't pump at work. It's better than not breastfeeding at all.

3. Are there additional tips for making it easier to return to work and continue breastfeeding listed in *Breastfeeding and Working Works for Me* that the video didn't mention? What are some of them?

Allow class participants time to answer the question. Add the answers on the flip chart or dry erase board under “Other Tips.” Add the following points if class participants did not address them.

- * Breastfeed often before you return to work to build up a good milk supply.
- * Talk to a WIC breastfeeding counselor if you think you need a breast pump.
- * Start expressing your milk about two weeks before returning to work.
- * Touch toys in your child-care center so your milk will build up immunity to germs in the center.
- * Nurse your baby just before leaving for work and as soon as you pick him up from childcare.
- * Nurse often when you and your baby are together in the evenings and on weekends.

EVALUATION

Pass out the *Breastfeeding and Returning to Work Checklist* with pens or pencils.

The *Breastfeeding and Returning to Work Checklist* is a tool to help you prepare to successfully breastfeed after returning to work. Take a minute to complete the checklist. If you are still pregnant, fill out only the top part of the checklist. The items at the bottom of the checklist can serve as helpful reminders once your baby is here.

Allow participants time to complete the checklist. If there are any class participants who are not completing it, read the tasks on the checklist out loud and have everyone complete it at the same time.

SUMMARIZE THE IMPORTANT POINTS

Please take the *Breastfeeding and Returning to Work Checklist* home with you so it will remind you of tasks you may want to complete to make your return to work easier.

And remember:

- * **What you feed your baby is more than a lifestyle choice. It's a significant health decision with lifelong benefits.**
- * **You can never get back this very special time with your baby.**
- * **Breastfeeding after returning to work IS possible and can be a great experience**

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Breastfeeding and Returning to Work
New Lesson Staff Survey Form

LA # _____

Date _____

1. Was the audiovisual easy to see and hear?
a. yes b. no

2. Was the lesson easy to read and follow?
a. yes b. no

3. What changes would you suggest for improving the lesson? _____

4. How was the participant feedback?
a. positive b. negative c. indifferent

5. Was the Spanish translation appropriate for your participants?
a. yes b. no

6. Do you plan to use this audiovisual or lesson again?
a. yes b. no

Comments: _____

7. Additional comments: _____

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New Lesson Participant Survey

Date _____

1. I am: (You may circle more than one.)

- a. pregnant
- b. breastfeeding
- c. parent of an infant
- d. parent of a child
- e. family or friend

2. How much did you like the video?

- a. a lot
- b. a little
- c. not at all

3. Do you plan to use the *Breastfeeding and Returning to Work Checklist* as a tool to help you return to work and continue breastfeeding?

- a. yes
- b. no

4. Do you think this is a good video and lesson for WIC class?

- a. yes
- b. no

Why? _____

5. What is the most helpful thing you learned from the video and discussion today? _____

6. Comments: _____

Thank you for your comments!

Breastfeeding and Returning to Work Checklist

Before or after you have your baby:	Done	Working on it	Need to do	Notes
Tell your family that you want to continue breastfeeding after returning to work and ask them for their support.				
Take <i>A Letter From Your Employee's Physician</i> to your doctor or your baby's doctor and ask the physician to sign it.				
Schedule an appointment with your employer to discuss returning to work. Bring Mother-Friendly Worksite materials and letter from physician.				
Arrange to take as much maternity leave as possible.				
Consider asking your employer if you can come back to work part-time at first.				
Consider asking your employer to hold your position while you take a week or two of unpaid leave.				
Talk to employer about use of a private space and temporarily arranging your schedule in order for you to pump at work.				
Set up your return to work date to start on a Thursday or Friday.				
Find a child-care provider close to your work or one who is supportive of breastfeeding moms.				
After you have your baby:				
Breastfeed frequently in the first several weeks to establish a large milk supply.				
Talk to WIC about whether or not you'll need a breast pump.				
Have a practice run of leaving your baby with your caregiver for several hours.				
Visit your baby's child-care. Touch the toys and hug the other children so your breast milk will build immunities to germs in the child-care center.				
Start expressing and storing your milk about 2 weeks before returning to work.				
Breastfeed your baby just before leaving for work and as soon as you pick him up from child-care.				
Breastfeed frequently in the evenings and on the weekends in order to keep up a plentiful milk supply.				

Take one day at a time. Be willing to try new ways to make it work. And, be proud of any and all your efforts.