McLeod County Public Health

Minnesota Workplace Lactation Support Grant Business Case for Breastfeeding

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Duluth, MN
McLeod County

[Map of Minnesota showing McLeod County highlighted]
McLeod County

• County seat: Glencoe

• Other communities include:
  • Hutchinson
  • Lester Prairie
  • Winsted
  • Silver Lake
  • Plato
  • Biscay
  • Stewart
  • Brownton
McLeod County Departments

• Administration
• Court Services
• Sheriff
• Jail
• Highway
• Public Health
• Social Services
• Extension/Parks
• Solid Waste Management
McLeod County as a worksite

- 425 employees
- 39% men (119) and 61% women (189)
- Of female employees, 54% are of childbearing age
McLeod County Health & Human Services Building

- Public Health
- WIC
- Social Services
HHS building as project focus

- “Low-hanging fruit”
- Lactation support guidelines in place since 2002 (in need of updates)
- Support/awareness of breastfeeding among Public Health/WIC staff
- Several rooms identified/utilized for pumping, but availability was an issue
- Previously no funding source to make improvements
Project partnerships

- Public Health
- SHIP
- County Wellness Committee
Goals of project

• Identify and create additional lactation room that would be more available
• Improve access and comfort of currently used lactation rooms
• Serve as a springboard for creating lactation rooms in all county buildings
• Raise employee awareness
• Foster the development of county-wide lactation support policy
Implementation steps

• Utilized *The Business Case for Breastfeeding* toolkit
• Present overview of grant project to county board and administrator, department heads, and Social Services team
• Identify and meet with stakeholders
• Identify additional lactation room (former interview room no longer being used)
• Gain input and buy-in from HHS employees via survey
• Complete physical improvement to currently used room
• Create new lactation room
Implementation steps cont.

• Promote lactation rooms and lactation support guidelines to HHS employees and all county employees
• Long-term
  • Work with other county buildings to develop lactation support guidelines and identify lactation rooms
  • Begin development of county-wide breastfeeding support policy
  • Implement county-wide policy
Preliminary steps

- Presentations about grant project
  - County board, department heads, Social Services team
- Colorado Breastfeeding Coalition video
  - http://youtu.be/NIIQH1op6yA
- Identifying stakeholders
- Meeting with stakeholders
- Employee survey
  - Survey Monkey
  - Alternative paper form
  - 10 questions, plus comment fields
Survey questions

• Age
• Awareness of lactation support guidelines for building employees
• How supportive are co-workers/staff to breastfeeding employees?
• Is it important for the county to provide a private location and break time to pump?
• What is the best location for a lactation room in HHS building?
• Personal experiences as a breastfeeding employee
Survey questions cont.

• What room improvements should be made to existing lactation rooms?
• General comments or suggestions
Survey results

- 56 surveys completed (50% response rate)
- Majority of respondents
  - Aware of lactation support guidelines
  - Felt there was support of employees
  - Felt it was important for the county to provide a room and break time
  - Identified interview room as the “best” location in the building
Survey results cont.

• Unexpected results/comments
  • Negative employee attitudes re: use of break time and “abuse” of break time to pump
  • Personal experiences of breastfeeding employees that were very negative

• Project should focus on ongoing education and breastfeeding promotion
Creation of new lactation room

- Utilized existing furniture
  - Loveseat
  - Chair
  - End table

- Donated items
  - Floor lamp
  - End table
Creation of new lactation room cont.

- Purchased items
  - Lamp shade
  - Compact refrigerator
  - Clock radio/mp3 plug in
  - Curtains
  - Door signage
Lactation Room open house

- During August – World Breastfeeding Month
- Emailed “Thank you” for project support and invitation to open house
  - Building map – lactation room locations
  - Self-guided tour
  - Healthy snacks
  - Workplace support information and breastfeeding information
Purchased from Office Depot
Improvements to existing rooms

• WIC lab and Public Health exam room

• Comfortable office chair
• Compact refrigerator
• Duplicate keys that could be checked out on a long-term basis
• Door signage
Moving forward

• Have identified lactation rooms and developed guidelines for 3 other county buildings
• Are beginning the process in another building
• Will be using remaining grant funds (~$300) to make room improvements in other buildings
• Will begin to pursue a county-wide policy
Lessons learned

• High importance on a sink
• It’s impossible to please everyone
• No one wants to give up their space
• There will be pockets of resistance
• Key support people/advocates can facilitate communication between departments
• Change is a slow process – focus on the baby steps
Resources utilized for project

- *The Business Case for Breastfeeding* toolkit

- SHIP resources (worksite wellness and lactation support)
  [http://www.health.state.mn.us/healthreform/ship/index.html](http://www.health.state.mn.us/healthreform/ship/index.html)

- U.S. Dept. of Labor Factsheet #73: *Break Time for Nursing Mothers under the FLSA*

- Federal law

- Minnesota law
  [https://www.revisor.mn.gov/statutes/?id=181.939](https://www.revisor.mn.gov/statutes/?id=181.939)
Documents developed

- Lactation Room Employee Agreement
- Lactation Support in the Workplace Workplan and Agreement
- Accommodations for Employee Lactation Support

- All available on MBC website: 
  [http://mnbreastfeedingcoalition.org/](http://mnbreastfeedingcoalition.org/)
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