IT TAKES A VILLAGE:
A COMMUNITY HEALTH WORKER’S ROLE IN SUPPORTING, PROMOTING, AND PROTECTING BREASTFEEDING

Washington State Department of Health
April 12, 2018
Taking a Closer Look

Each county has different health factors and outcomes that shape the breastfeeding success of the population.

This matters!
Breastfeeding is Good for the Baby and Mother
Community Health Worker’s Role in Breastfeeding Support

Provide Individual Support

• Listen!

• Support and affirm mothers who are breastfeeding or thinking about breastfeeding.

• Help mothers overcome barriers to achieving their goals.
  o Answer basic breastfeeding questions/concerns or guide them to resources.
  o Know breastfeeding support in your community or where to find support.
  o Help moms create a support network.

Image courtesy of WIC Works USDA
Community Health Worker’s Role in Breastfeeding Support

Advocate Community Support

• Normalize breastfeeding in your community.

• Advocate for mothers right to feed: anywhere and everywhere.
  o Laws protect mothers right to feed.
  o In addition to laws, moms want to know that those around them support their feeding choices.
  o Support moms and support businesses that support moms!

• Advocate for employer support of breastfeeding:
  o FSLA laws protect most workers, specifically hourly workers, right to pump/feed.
  o Worksite lactation support is good for employers too!
Individual Support - Common Barriers

- Concerns about milk supply.
- Concerns about babies growth.
- Pain when nursing.
- Community norms surrounding formula / formula supplementation.
- Social barriers”
  - Lack of family/partner support.
  - Lack of community support.
  - Barriers encountered returning to work/school.

Image courtesy of WIC Works USDA
Resources for Clients

Women, Infants and Children (WIC).
Home-visiting Programs Supporting Prenatal women and babies:
Hospital Lactation Clinics
Web resources for breastfeeding questions
Washington 2-1-1
Local Support Groups

You don’t need to be a breastfeeding expert to provide great resources for your client!
Women Infant and Children (WIC) Program

- WIC is a nutrition program for pregnant women, new and breastfeeding moms, and children under five.
- Dad, grandparents, and other caregivers of children under the age of five may also sign kids up for WIC.
- Foster children under age five and foster teens who are pregnant are eligible for WIC.
- If you or your family member are on Medicaid, Temporary Assistance for Needy Families (TANF), or Basic Food you may be eligible for WIC too.
- Many working and military families are eligible for WIC.

<table>
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<tr>
<th>Number of people in household*</th>
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*If you are pregnant, include each unborn child in household size.
Apply for WIC in Two Easy Steps

Step 1: Find a WIC Clinic
- Use the ParentHelp123 Resource Finder
- Call the Family Health Hotline at 1-800-322-2588

Step 2: Call and Make an Appointment
- Friendly WIC staff will help you schedule an appointment and will answer your questions.
- Your first appointment will take about 30-45 minutes and you'll get your checks that day.
Home Visiting Programs

- Early Head Start
- Family Spirit
- Nurse Family Partnership
- Parents as Teachers
- Parent-Child Home Program
Hospital Lactation Support

• Call local birthing hospital and ask what lactation services they offer.

• MultiCare Virtual Lactation Support:
  • Virtual lactation support consultations without a referral.
  • Call 844-388-2356 to set up account; tell operator your client is setting up account for Virtual Lactation Services.
  • Call 253-403-1681 to schedule appointment; Monday through Friday from 8am to 4:30pm, closed on holidays.
  • Client doesn’t need to have delivered at MultiCare.

Image courtesy of WIC Works USDA
Use motivational interviewing skills to meet the needs of your clients:
• Avoid telling, directing, or convincing them to the right path to good health.
• Seek to understand their values, needs, abilities, motivations and potential barriers to changing behaviors.
• Listen with empathy.
• Empower them. Identify ways you can support them, provide resources, and coordinate care to help overcome their barriers.
Cannabis
CASRN: 8063-14-7

FULL RECORD DISPLAY
Displays all fields in the record.
For other data, click on the Table of Contents

Drug Levels and Effects:

Summary of Use during Lactation:

Although published data are limited, it appears that active components of marijuana such as tetrahydrocannabinol (THC) are excreted into breastmilk in small quantities. Data are from random breastmilk screening rather than controlled studies because of ethical considerations in administering marijuana to nursing mothers. Concern has been expressed regarding marijuana’s possible effects on neurotransmitters, nervous system development and endocannabinoid-related functions.[1][2] One long-term study found that daily or near daily use might retard the breastfed infant’s motor development, but not growth or intellectual development.[3] This and another study[4] found that occasional maternal marijuana use during breastfeeding did not have any discernable effects on breastfed infants, but the studies were inadequate to rule out all long-term harm. Although marijuana can affect serum prolactin...
Making the decision

- Health benefits for your baby
- Health benefits for you

View more

Learning to breastfeed

- Breastfeeding holds
- Getting a good latch

View more

At home, at work, in public

- Going back to work
- Weaning your baby

View more

Breastfeeding challenges

- Breastfeeding a baby with a health problem
- Common breastfeeding challenges

View more

Pumping and storing breastmilk

View more

Breastfeeding resources

View more
Find a Lactation Consultant

- Some families may need an International Board Certified Lactation Consultant.
When a Client Goes Back to Work

Going back to work is one of the biggest barriers families face in order to keep breastfeeding.

![Graph showing exclusive breastfeeding rates in Washington State 2016](image)

Exclusive Breastfeeding Rates in Washington State 2016

Percent of Postpartum Mothers (%)

- **Initiation**: 87.4%
- **3 Months**: 51.7%
- **6 Months**: 28.0%

Source: Center for Disease Control and Prevention Breastfeeding Report Card

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Helping a Client Get a Breast Pump

- What breastfeeding-related benefits does my plan offer?
- Do I need a prescription from my doctor for my pump?
- Can I request or buy the pump before my baby is born?
- What types of pumps are covered?
  - Can I get a specific brand of pump?
- Do I need to buy or rent my breast pump from a certain supplier (i.e., a specific pharmacy, retailer, or medical supply company)?
  - How will I purchase this pump? (i.e. out of pocket with reimbursement)
- Is rental of an electric pump covered?

The answers will determine the next steps with your client.
Fact Sheet #73: Break Time for Nursing Mothers under the FLSA

This fact sheet provides general information on the break time requirement for nursing mothers in the Patient Protection and Affordable Care Act ("PPACA"), which took effect when the PPACA was signed into law on March 23, 2010 (P.L. 111-148). This law amended Section 7 of the Fair Labor Standards Act (FLSA).

General Requirements:
Employers are required to provide "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.

Employers are also required to provide "a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

The FLSA requirement of break time for nursing mothers to express breast milk does not preempt State laws that provide greater protections to employees (for example, providing compensated break time, or providing break time beyond 1 year after the child’s birth).

Time and Location of Breaks:
Employers are required to provide a reasonable amount of break time to express milk as frequently as needed by the nursing mother. The frequency of breaks needed to express milk as well as the duration of each break will likely vary.

A bathroom, even if private, is not a permissible location under the Act. The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing mother’s use, it must be available when needed in order to meet the statutory requirement. A space temporarily created or converted into a space for expressing breast milk or made available when needed by the nursing mother is sufficient provided that the space is shielded from view, and free from any intrusion from co-workers and the public.

Coverage and Compensation:
Only employees who are not exempt from Section 7, which includes the FLSA’s overtime pay requirements, are entitled to breaks to express milk. While employers are not required under the FLSA to provide breaks to nursing mothers who are exempt from the requirements of Section 7, they may be obligated to provide such breaks under State laws.

Employers with fewer than 50 employees are not subject to the FLSA break time requirement if compliance with the provision would impose an undue hardship. Whether compliance would be an undue hardship is determined by looking at the difficulty or expense of compliance for a specific employee in comparison to the size, financial resources, nature, and structure of the employer’s business. All employees who work for the covered employer, regardless of work site, are counted when determining whether this exemption may apply.

Employers are not required under the FLSA to compensate nursing mothers for breaks taken for the purpose of expressing milk. However, where employers already provide compensated breaks, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for break time. In addition, the FLSA’s general requirement that the employee must be completely relieved from duty or else the time must be compensated as work time applies. See WHD Fact Sheet #22. Hours Worked under the FLSA.

FLSA Prohibitions on Retaliation:
Section 15(a)(3) of the FLSA states that it is a violation for any person to "discharge or in any other manner discriminate against any employee because such employee has filed any complaint or instituted or caused to be instituted any proceeding under or related to this Act, or has testified or is about to testify in any such proceeding, or has served or is about to serve on an industry committee."

Employees are protected regardless of whether the complaint is made orally or in writing. Complaints made to the Wage and Hour Division are protected, and most courts have ruled that internal complaints to an employer are also protected.

Any employee who is "discharged or in any other manner discriminated against" because, for instance, he or she has filed a complaint or cooperated in an investigation, may file a retaliation complaint with the Wage and Hour Division or may file a private cause of action seeking appropriate remedies including, but not limited to, employment, reinstatement, lost wages and an additional equal amount as liquidated damages.

For additional information, visit our Wage and Hour Division Website: http://www.wagehour.dol.gov; and or call our toll-free information and helpline, available 8 a.m. to 5 p.m. in your time zone, 1-866-4-USWAGE (1-866-487-9243).

This publication is for general information and is not to be considered in the same light as official statements of position contained in the regulations.

U.S. Department of Labor
Frances Perkins Building
200 Constitution Avenue, NW
Washington, DC 20210
Washington 2-1-1

Search for Resources

Location and Search

Step 1: Set Location

98501

Step 2: Select topic links below or enter search terms

breastfeeding

Q Search

Not finding what you need?

Go directly to the Community Resources Online database

Results for "breastfeeding, Olympia, WA 98501"

- 1. WEST SOUND YOUTH FOR CHRIST
  - Teen Parent Ministry
    - 801 Pennsylvania Ave, Bremerton, WA, 98337
    - 42 Miles—Get Directions
  - Description: Offers educationally focused support groups, parenting skills, mentoring from experienced parents, and baby equipment and supplies for pregnant and parenting teens.
  - (360) 779-9920
  - Contact Hours: M-F, 9am-5pm
  - Website

- 2. KITSAP PUBLIC HEALTH DISTRICT
  - First Steps Prenatal Program
    - 3426 6th St Suite 300, Bremerton, WA, 98337
    - 42 Miles—Get Directions
  - Description: Provides a program for low-income, pregnant or nursing women and their children birth to 3 years old. Services provided are maternal support, education, and home health nurse.
  - (360) 738-2235
  - Contact Hours: M-F, 8am-4:30pm
  - Website

- 3. HARRISON MEDICAL CENTER
  - Pregnancy Essentials and Childbirth Education
    - Harrison Medical Center - Silverdale
    - 1800 NW Myhre Rd, Silverdale, WA, 98383
    - 47 Miles—Get Directions
  - Description: Provides education to first-time parents-to-be or the thoroughly experienced. Learn the latest about labor, birth and recovery, breastfeeding, and infant massage information. Kangaroo Kapers educates children 2-6 about siblings.
  - (360) 744-6765
  - Contact Hours: M-F, 8am-4:30pm
  - Website

- 4. PARENT TRUST FOR WASHINGTON CHILDREN
  - Great Starts Birth & Family Education
    - 1200 Rainier Ave S, Seattle, WA, 98144
    - 49 Miles—Get Directions
  - Description: Offers a variety of classes on pregnancy, labor, birth, breastfeeding and parenting. Classes are held in Seattle, Eastside, Edmonds, Burien, Lynnwood and Bainbridge.
  - (206) 789-3883
  - Contact Hours: Office M-F, 10am-2:30pm. Classes are held M-Th evenings and Sa mornings.
  - Website
# La Leche League

## Regional Helplines

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<tr>
<th>Bellevue</th>
<th>Port Angeles</th>
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<tbody>
<tr>
<td>Bellingham</td>
<td>Port Orchard</td>
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<tr>
<td>Central Kitsap</td>
<td>Poulsbo</td>
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<tr>
<td>Stevens County</td>
<td>The Palouse (Pullman, WA/Moscow, ID)</td>
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<tr>
<td>Edmonds (see West Snohomish County)</td>
<td>Redmond</td>
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<tr>
<td>Everett (see West Snohomish County)</td>
<td>Renton</td>
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<tr>
<td>Federal Way</td>
<td>Seattle AM</td>
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<tr>
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<td>Seattle Toddler Japanese</td>
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<td>Issaquah</td>
<td>Seattle - West Seattle AM</td>
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<tr>
<td>Japanese</td>
<td>Sequim / Port Angeles</td>
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<td>Lacey</td>
<td>Spokane</td>
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<tr>
<td>Tacoma</td>
<td>The Lewis-Clark Valley (Lewiston, ID/Clarkston, WA)</td>
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<td>Longview</td>
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<tr>
<td>Tri-Cities (Kennewick, Pasco and Richland)</td>
<td>Marysville (Arlington)</td>
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<td>Vancouver</td>
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<tr>
<td>Wenatchee</td>
<td>Olympia</td>
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<td>Yakima</td>
<td>West Snohomish County (Everett/Mukilteo/Mill Creek/Edmond)</td>
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**ABOUT LLL OF WASHINGTON**

La Leche League is a non-profit, non-governmental and non-sectarian organization committed to supporting breastfeeding families.
Local Breastfeeding Coalitions

Local breastfeeding coalitions across the state are working to promote, protect and support breastfeeding. They provide resources, guidance, and community centered support.

- Clallam County Breastfeeding Coalition
- Clark County Breastfeeding Coalition
- Columbia Gorge Breastfeeding Coalition
- Grays Harbor Breastfeeding Coalition
- Kitsap County Breastfeeding Coalition
- Kittitas County Breastfeeding Coalition
- Pierce County Breastfeeding Alliance
- Mahogany Moms
- Moses Lake Breastfeeding Coalition
- Native American Breastfeeding Coalition of Washington State
- Skagit County Breastfeeding Coalition
- Okanogan Breastfeeding Coalition
- Snohomish County Breastfeeding Coalition
- South Sound Breastfeeding Network
- Spokane Breastfeeding Coalition
- Stevens County Breastfeeding Coalition
- Wenatchee Breastfeeding Coalition
- Whidbey Island Breastfeeding Coalition
- Yakima Valley Breastfeeding Coalition
Breastfeeding Support In Yakima, WA
Sandra Escalera’s Story

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Michele Lord, BA
Breastfeeding Coordinator
Washington State Department of Health
Michele.Lord@doh.wa.gov
360-236-3625

Sandra Escalera, RN-BSN
Public Health Nurse
Yakima Valley Farm Worker’s Clinic Nurse Family Partnership
SandraSo@yvfwc.org

@WADeptHealth

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Together, we can make breastfeeding easier

**Healthcare System**
- Provide lactation consultants, mother-to-mother support, and peer counseling
- Provide free, quality breast pumps

**Hospitals & Clinics**
- Adopt breastfeeding friendly maternity care practices
- Ensure all providers caring for women and children are trained in breastfeeding support

**Employers**
- Adopt breastfeeding policies
- Provide time and space to express milk
- Provide insurance covering lactation consultation and high-quality breast pumps

**Communities**
- Support local breastfeeding coalitions
- Adopt breastfeeding friendly ordinances
- Create breastfeeding friendly culture at local businesses

**State Government**
- Work to provide paid parental leave
- Support breastfeeding in all state agencies

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Thank you!

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