

# Human Milk Insights

February 2019

*The Human Milk Insights newsletter presents the latest breastfeeding topics and clinical practice solutions, addresses coding issues challenging the lactation community, features a lactation service, and announces upcoming webinars and conferences.*

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## FEATURED STORIES THIS MONTH

### NEWS YOU CAN USE

- Human Milk and Communities
- Human Milk and Mother's Diet
- Human Milk and Workplace
- Human Milk and NICU
- Human Milk and Legislation

### HUMAN MILK EDUCATION

- Human Milk Monthly Clinical Education Webinar Series
- Initiation of Lactation: At Risk Mothers and Proactive Interventions Course
- Neonatal Perspectives
- Resource for Moms

### CLINICAL PEARLS IN LACTATION

- Working Mothers Who Pump- Is It Working?

### TOOLS YOU CAN USE

- Tools to Assist Breastfeeding Women Who Work and Their Employees

### SPOTLIGHT ON PRACTICE

- Beth Allen, BSN, RNC, IBCLC

## NEWS YOU CAN USE

### HUMAN MILK AND COMMUNITIES

#### **Opioid Epidemic Resource**

HRSA released a resource titled "HRSA's Home Visiting Program: Supporting Families Impacted by Opioid Use and Neonatal Abstinence Syndrome." The new resource provides information about the opioid epidemic, opioid use disorder, and neonatal abstinence syndrome.

<https://mchb.hrsa.gov/sites/default/files/mchb/MaternalChildHealthInitiatives/HomeVisiting/MIECHV-Opioid-NAS-Resource.pdf>

#### **Maternal and Infant Health Crisis: What You Need to Know**

Patrice Hatcher, MBA, BSN, RNC-NIC  
Patrice Hatcher discusses the maternal and infant health crisis and offers strategies for closing the gap and how to get involved.  
<https://blog.neonatalperspectives.com/2019/01/23/maternal-and-infant-health-crisis-what-you-need-to-know/>

#### **State Fact Sheets on Paid Family and Medical Leave**

The National Partnership for Women & Families has updated state fact sheets that reflect the need for paid family and medical leave. The state fact sheets show how a lack of paid family and medical leave causes people to experience conflicts between their jobs and their families.  
<http://www.nationalpartnership.org/our-work/workplace/paid-leave-means-map.html>

### HUMAN MILK AND MOTHER'S DIET

#### **How Sweet It Is: Sweeteners in Breast Milk**

This column in Breastfeeding Medicine reviews the available information on the use of various sweeteners in nursing mothers.  
[https://www.liebertpub.com/doi/full/10.1089/bfm.2018.0228#utm\\_source=ETOC&utm\\_medium=email&utm\\_campaign=bfm](https://www.liebertpub.com/doi/full/10.1089/bfm.2018.0228#utm_source=ETOC&utm_medium=email&utm_campaign=bfm)

### HUMAN MILK AND WORKPLACE

#### **Report on Discrimination Against Breastfeeding Workers**

<https://www.pregnantatwork.org/breastfeeding-report-fullpage/>

The Center for WorkLife Law has released "Exposed: Discrimination Against Breastfeeding Workers." The report exposes the consequences of breastfeeding discrimination against breast milk feeding mothers. It highlights a model policy that states can enact to ensure breastfeeding workers are able to earn a living without jeopardizing their or their family's health. There is also a video available at [https://www.youtube.com/watch?v=AVs3j\\_l-46w&feature=youtu.be](https://www.youtube.com/watch?v=AVs3j_l-46w&feature=youtu.be)

### HUMAN MILK AND NICU

#### **Comparison of the Effect of Three Different Fortification Methods on Growth of Very Low Birth Weight Infants**

Study in Breastfeeding Medicine compares three methods of fortification of mother's milk for very low birth weight infants.  
[https://www.liebertpub.com/doi/abs/10.1089/bfm.2018.0093#utm\\_source=ETOC&utm\\_medium=email&utm\\_campaign=bfm](https://www.liebertpub.com/doi/abs/10.1089/bfm.2018.0093#utm_source=ETOC&utm_medium=email&utm_campaign=bfm)

#### **Fathers in Neonatal Units: Improving Infant Health by Supporting the Baby-Father Bond and Mother-Father Co-Parenting**

Members of the Family Initiative's International Neonatal Fathers Working Group has reviewed the literature on engaging fathers in neonatal units and makes recommendations for improving experiences of fathers, as well as health outcomes, in neonatal practice.  
[https://www.sciencedirect.com/science/article/pii/S1355184118300930?utm\\_content=82810196&utm\\_medium=social&utm\\_source=twitter&utm\\_campaign=tw-30328053](https://www.sciencedirect.com/science/article/pii/S1355184118300930?utm_content=82810196&utm_medium=social&utm_source=twitter&utm_campaign=tw-30328053)

## HUMAN MILK AND PHYSICIANS

### Educational Objectives and Skills for the Physician with Respect to Breastfeeding. Revised 2018

<https://www.liebertpub.com/doi/10.1089/bfm.2018.29113.jym>

The Academy of Breastfeeding Medicine released a revised protocol on physician skills and educational objectives. The policy should be available in the future at <https://www.bfmed.org/protocols>.

## HUMAN MILK AND LEGISLATION

### Senate Passes Legislation for Breastfeeding Moms in Airports

Kathleen Quellen, RN, BSN

Kathleen Quellen highlights information about the Friendly Airports for Mother's Act requiring all large and medium-sized airports to provide clean, accessible, private rooms in every terminal for nursing mothers. <https://blog.neonatalperspectives.com/2019/01/01/senate-passes-legislation-for-breastfeeding-moms-in-airports/>

## HUMAN MILK EDUCATION

### Human Milk Webinar

On Thursday, February 21<sup>st</sup>, [Danielle Prime, PhD](#) will be presenting [Creating a New Standard Breast Shield: How the Breast Shield Flange Can Improve Milk Flow During Pumping](#). Complimentary registration is now open! For more information or to register, visit [www.MedelaEducation.com](http://www.MedelaEducation.com).

On Wednesday, March 20<sup>th</sup>, [Diane Spatz, PhD, RN-BC, FAAN](#) will be presenting [Understanding and Assessing Risk Factors Related to Establishment & Maintenance of](#)

[Milk Supply](#). Complimentary registration is now open! For more information or to register, visit [www.MedelaEducation.com](http://www.MedelaEducation.com).

Feel free to email [education@medela.com](mailto:education@medela.com) for a copy of the 2019 webinar schedule.

### Online Course

Learn how mothers' milk volumes are initiated, built and maintained throughout the breastfeeding journey. The normal progression of human lactation is described, along with normal infant sucking patterns. A review of lactation risk factors is presented by examining current research. Proactive interventions that can positively impact lactation success are included in the presentation. Click on the link below and use promo code **HMIEH4W7M** to register for the [Initiation of Lactation: At Risk Mothers and Proactive Interventions](#) course.

### Neonatal Perspectives

Neonatal perspectives is a blog for NICU professionals that features clinical information from neonatal consultants, industry news and popular topics. Click [here](#) to read the latest blogs.

### Education Tools

Medela offers a variety of tools that healthcare professionals can share to assist mothers with their breastfeeding journey while helping them meet their breastfeeding goals. <http://www.medelabreastfeedingus.com/professionals/healthcare-professional-information>

## CLINICAL PEARLS IN LACTATION

*This column is for lactation practitioners to share clinical challenges and successes, observations and pearls with colleagues. To share a clinical pearl, [submit it here](#). If your submission is selected for publication in a future issue of Human Milk Insights, you will receive a \$25.00 VISA gift card.*

### **Working Mothers Who Pump – Is it Working?**

In recent months, a few articles have been written about the support (or lack of support) breastfeeding women receive when they return to work. These articles have shed light on the unfortunate fact that many women are not given the time, space, or accommodation to pump.

We know that exclusive breastfeeding is recommended for the first six months of life. In order to keep producing milk, mothers must empty their breasts either by the baby or a breast pump on a regular basis. This is both a mother's and an infant's right. The United States passed the Affordable Care Act in 2010, which has provisions offering some protections for nursing mothers who need to pump their breasts while at work. This law amended Section 7 of the Fair Labor Standards Act and mandates employers to provide "reasonable break time" for a non-exempt "employee to express breast milk for her nursing child until 1 year after the child's birth." Employers are also required to provide "a place other than a bathroom that is shielded from view". This law also states that a woman cannot be discriminated against for having to go pump. However, if employees are considered "exempt" (usually salaried) or if the company has less than 50 employees and claims that this provision would cause an undue hardship, then they are not required to provide break time: <https://www.dol.gov/whd/regs/compliance/whdfs73.htm>.

Unfortunately, it is common among American employers to fail to provide hourly workers with break time and a private place to pump. This is a violation of federal law, and there are health consequences for potentially millions of families.

On December 31, 2018, the New York Times published an article, "A Pumping Conspiracy: Why Workers Smuggled Breast Pumps into Prison". There are over five million women who do not have the right to pump at work. Salaried employees have no protection by the law. Airline pilots, flight attendants, police women and others are often forced to stop breastfeeding because they can't get the time or a private place to pump.

The article told the story of employees of a Connecticut prison who were treated disrespectfully, humiliated, embarrassed and finally forced to smuggle breast pump parts into the prison so they could keep up their milk supplies and avoid potentially getting a bad case of mastitis. One of these women was told the only place she could pump was in a men's bathroom. It was grossly unsanitary; the smell was atrocious and she had to try to pump with people pounding on the door because she was taking so much time. As one can imagine, this was not a very conducive environment for milk ejections.

Another breastfeeding mother working the night shift traipsed out to the prison's parking lot twice every night to pump in her car in order to avoid pumping in that smelly men's room. How sad that her safety risked just so she could pump milk for her baby.

Unfortunately, this story of employer harassment and disregard is not an isolated one. On a daily basis, many women experience having to pump in unsafe and unsanitary places. For every woman who has a wonderful company that supports her right to pump, there are lactation consultants who can recount 10 horror stories of working mothers having to pump or throw away their precious breast milk due to their employer's lack of support. We all know women who have suffered from frequent bouts of mastitis or lost their milk supplies because of inconvenient, inadequate pumping conditions while at work.

This is truly unacceptable and changes must be made. The health of mothers and babies are at risk. It starts with us. What kind of accommodations are being made for breastfeeding mothers at your place of employment? What can be done to make it better?

Reference:

New York Times, "A pumping conspiracy: Why workers smuggled breast pumps into prison".  
Natalie Kitroeff, Dec. 31, 2018.

## **TOOLS YOU CAN USE**

**Tools to Assist Breastfeeding Women Who Work and Their Employers**

There are many tools on the internet as well as books and other resources, that offer women tips for continuing to breastfeed while returning to work, but many women need assistance negotiating what is needed for pumping accommodations in the workplace. There are also many resources for employers who are trying to support their breastfeeding employees, but are not quite sure what is needed and how to get started. Here's a list of a few helpful sites that can help both mothers and employers plan the return to work.

#### **CHECK OUT THE RESOURCES ON THE MEDELA WEBSITE: MEDELAATWORK.COM**

“Medela At Work is our commitment to both working, pumping moms and their employers. Here, we provide the tools and support needed for both parties to embrace one goal: for mom to continue providing the benefits of breast milk to her baby for as long as she chooses.”

##### *Section for Mothers:*

Medela has some helpful sections for mothers as they begin planning their return to work. Ideally, this will be done before the baby is due. Working mothers need all the time they have available after birth to cuddle with their little ones and begin building their freezer supply of milk. These online sections are: My Pump Bag, My Rights, My Plan, Don't Stop There, and there's a section on procuring a breast pump covered by insurers.

##### *Section for Employers:*

Medela offers solutions to help businesses support new mothers such as: evidence-based support resources, supply partners and innovative equipment and accessories. They offer a video library, education for expecting families, lactation support, and suggestions for well-stocked employee pumping rooms.

#### **Office of Women's Health:**

##### *Business Case for Breastfeeding: Office of Women's Health*

The Business Case for Breastfeeding is a comprehensive program designed to educate employers about the value of supporting breastfeeding employees in the workplace. The program highlights how such support contributes to the success of the entire business. The Business Case for Breastfeeding offers tools to help employers provide worksite lactation support and privacy for breastfeeding mothers to express milk. The program also offers guidance to employees on breastfeeding and working. Resources to help lactation specialists and health professionals to educate employers in their communities are also available.

Supporting Nursing Moms at Work, What Employers Need to Know: [www.womenshealth.gov](http://www.womenshealth.gov).  
Laws regarding breastfeeding.

Support for Breastfeeding in the Workplace – CDC

[https://www.cdc.gov/breastfeeding/pdf/bf\\_guide\\_2.pdf](https://www.cdc.gov/breastfeeding/pdf/bf_guide_2.pdf).

**United States Breastfeeding Committee**

- *Issue Paper: Workplace Breastfeeding Support: How Supporting their Employees Who Breastfeed Benefits Employers:*
- Provide educational materials to employers about the United States Breastfeeding Committee
- Create work site recognition programs to honor employers who support their breastfeeding employees.

### **La Leche League International: Pumping in the Workplace**

<https://www.llli.org/?s=workplace>

### **Oregon Department of Human Services Health Division Breastfeeding Mother Friendly Employer Project:**

[https://www.oregon.gov/oha/ph/healthypeoplefamilies/babies/breastfeeding/documents/emp\\_packet.pdf](https://www.oregon.gov/oha/ph/healthypeoplefamilies/babies/breastfeeding/documents/emp_packet.pdf)

### **Arizona Department of Health Services Office of Human Resources:**

<https://www.azdhs.gov/prevention/nutrition-physical-activity/breastfeeding/index.php#workplace-home>.

Texas Department of State Health Services Texas Mother-Friendly Worksite Program:

<http://texasmotherfriendly.org/>.

Now is the time to take action to improve the care of mothers who breastfeed and plan to return to work. Introduce employers to resources which can help them get started. They may be totally unaware of how to put the Break Time for Breastfeeding Mothers Law into action. They may even be unaware that they have a responsibility under the federal labor law to provide the time and space for mothers to pump.

If you have helped an employer with worksite accommodations, tell your story to Human Milk Insights. Is it working well? How does the employer feel? How do the employees like the set-up? We'd love to hear from you!

## **SPOTLIGHT ON PRACTICE**

This column is for lactation practitioners and facilities who wish to acknowledge the work of others. We invite you to submit suggested practitioners or facilities you would like to spotlight. If you have a suggestion, email [education@medela.com](mailto:education@medela.com).

*This month we are spotlighting Beth Allen BSN, RNC, IBCLC  
Atlanta, Georgia*

Northside Hospital Women's Center in Atlanta, Georgia is a celebrated, comprehensive healthcare center focusing on women's health and wellness while delivering more babies than any other hospital in the country. It was designed to care for a woman throughout her life – from preconception and childbirth to midlife and beyond. Beth Allen, the Manager of Outpatient Services for Women at Northside, has been a vital force in building the reputation of several of the hospital's programs and resources.

Although born in Georgia, Beth was raised in the suburbs of Maryland. During the first two years of college, she studied horticulture but transferred to Georgetown University and changing her major to nursing. It wasn't until she finished her last clinical rotation on a Perinatal unit that she discovered her 'love and passion.' She recalls being fascinated with pregnancy as well with labor and delivery. She also uncovered another passion, lactation consulting after working both as a Labor and Delivery nurse and in an OBGYN practice. When her family relocated to the Atlanta area, Beth worked as a Perinatal bedside clinician at an area facility. Recognizing the need for enhanced lactation support, she developed a breastfeeding resource program for the birthing center that included designing the physical space for outpatient lactation.

Beth's talents for creating a successful lactation program were recognized by Northside Hospital, a prosperous birthing facility witnessing 8,000 annual births in 1992-3 but functioning with only a basic lactation program. Beth transformed the 1 FTE lactation department operating out of a utility closet to a department with a variable budget. Through detailed data collection, Beth demonstrated increased annual billable lactation hours for Northside and solidified the interest to develop a substantial lactation department. Northside's reputation as a celebrated birthing facility drew an increased number of births, peaking at almost 20,000 births per year. Two additional campus locations for Women's Services were built and a full-service lactation department at all three campuses was developed. Presently, lactation services consist of 50-60 employees who provide services for the three Northside sites. Under Beth's guidance and management, the department offers 24 hour, seven days/week lactation support, three breastfeeding support groups each week and outpatient services at each location. One location offers OT/ST services to coordinate a multidisciplinary service to discharged infants that require additional breastfeeding assistance. A breastfeeding advice/warm line with board certified lactation consultants operates seven days per week for additional community lactation support. Over 15 years ago, under Beth's leadership and benchmarking with Texas Children's Milk Bank Program, an Infant Feeding Preparation Program was developed that prepares all feedings for infants in the 125-bed Special Care Nursery at the flagship facility.

In addition to building and managing the lactation program, Beth served as the Postpartum Manager where she converted the model of postpartum mother care to mother-baby care. Beth also participated in the design, implementation and construction of a 150,000-square foot woman's center. Initially conceived as a women's health boutique that offered specialized products for new mothers, breast cancer patients and other female patients, today it operates as *The Wellness Place*, and provides custom and ready-to-wear specialty health care products for men and women including compression garments, post-breast surgery products, natural and synthetic wigs, and lactation supplies. As the manager of outpatient services, Beth is also responsible for the *Mothers First* perinatal education department and the Physician Referral department. In 2017, Beth was selected as a nominee for Northside Hospital's Nurse of the Year.

Beth resides in the Atlanta area with her husband Bill. Her three adult children and seven grandchildren (soon to be eight) live in different areas of the country and she travels to visit them as often as she can. She is involved in several ministry organizations, is an avid reader of non-fiction, listens to podcasts while commuting to work and enjoys working in her yard; her horticulture 'roots' run deep. Beth draws strength from her family, her faith and the amazing professionals she works with. She admires their heartfelt desire to help patients achieve their personal health goals. Beth states, 'They all have a specialty skill that changes the lives of patients they touch every day.'

Beth is a dedicated, passionate professional with an astute business sense who has positively impacted the lives of many women. She says that "Changing lives and empowering women and families is what keeps me going." As a highly effective business woman, health professional and manager, Beth has succeeded in making a difference. Countless Atlanta-area families are grateful for her work, her passion, business insights, and collaboration with Northside Hospital to make its Women Center an important contributor to women's health in the community.