



A Working Mom's Guide To **BREASTFEEDING**





Introduction

A new addition to the family is equal parts exciting and challenging. Whether you're still expecting or you recently welcomed your little one into the world, it's normal to feel overwhelmed. It's a lot: caring for a newborn, navigating breastfeeding and sorting through conflicting advice ... while trying to find even a moment to yourself. Many new moms also plan for their return to work – a feat on its own, especially if you're continuing to breastfeed your baby. And if you're like the vast majority of working moms, you'll also give breast pumping a try.¹



¹According to a survey – commissioned by Byram Healthcare and conducted by Wakefield Research – of 1,000 nationally representative U.S. working mothers of kids ages two and under who have recently breastfed or are currently breastfeeding.



We know you can do it, and we're in your corner.

At Byram Healthcare, we help new and expectant moms understand their breastfeeding benefits and gain access to a no-cost breast pump through insurance. We put together this toolkit to give you everything you need to know about your breastfeeding rights both in and out of the workplace, selecting the best pump, navigating pumping while at work and more. You'll also find practical advice from **Shari Criso – a certified lactation consultant, RN and nurse midwife.**

What's inside:

1. **Do You Know Your Breastfeeding Rights?**

A guide on federal breastfeeding rights plus info on state laws (pg. 4)

2. **Which Breast Pump is Right for You?**

A guide for choosing your perfect pump (pg. 8)

3. **Four Easy Steps to Get a No-cost Breast Pump Through Insurance**

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6. **My Breastfeeding Rights: A Pocket Guide**

A printable list to keep in your pump or diaper bag and share with friends (pg. 19)

We're here to make sure both you and baby are empowered to take on breastfeeding with confidence. After all, you're a mom ... ***you got this!***

Have further questions? Give us a call at **(877) 773-1972** or send us a note at **pumps@byramhealthcare.com.**



1. Do You Know Your Breastfeeding Rights?

As an expectant or new mom, you're guaranteed to hear lots of stories about breastfeeding. Some may inspire you, while others may make you apprehensive. Mixed feelings are natural, but remember, breastfeeding is a personal choice that benefits both you and your baby – and you have the right to do it!





Types of Breast Pumps

continued

In fact, you can breastfeed wherever you'd like. All 50 states, the District of Columbia and Puerto Rico have laws that allow women to breastfeed in any public or private location.¹ Breastfeeding is entirely about nourishing your baby. You don't need to change your location or apologize to others who may look at you with disapproval or, in rare cases, confront you. It's your legal right.

Did you know there are many other rights and benefits afforded to you when it comes to breastfeeding? It's true. There's a village out there rooting for you to succeed.

Know What You Don't Know

A recent survey² sponsored by Byram Healthcare revealed that **82 percent** of expectant mothers in the U.S. **don't know their breastfeeding rights** under the Affordable Care Act (ACA).



The ACA coverage of breastfeeding equipment and services is a groundbreaking and relatively new insurance benefit that reduces the cost barrier for many moms. It requires insurance coverage without co-payments, deductibles or co-insurance. This not only supports your choice to breastfeed, but also sets you up for success.³

42% didn't know breast pumps are **covered at no cost**



64% didn't know lactation consultant sessions are **covered at no cost**

61% didn't know employers must provide breaks for mothers to pump milk in a clean, private space that is **not a toilet stall**



MOTHER'S ROOM

¹ <http://www.ncsl.org/research/health/breastfeeding-state-laws.aspx#State>

² <https://www.globenewswire.com/news-release/2018/07/30/1543977/0/en/Survey-Reveals-Vast-Majority-of-Pregnant-Women-Are-Unaware-of-Their-Breastfeeding-Rights-Under-the-Affordable-Care-Act.html>

³ <https://www.healthcare.gov/coverage/breast-feeding-benefits/>



Your breastfeeding rights and benefits

Breastfeeding Equipment and Supplies

All health plans must cover breastfeeding equipment and supplies “for the duration of breastfeeding”. This means you can get a **breast pump, and related accessories**, at no cost through insurance – which can save you around \$300.

We know that as you prepare for your little one, you want to do everything right – and right away. Most insurance plans allow you to order your no-cost breast pump as soon as you know your due date, lessening the pressure for when your baby arrives.



29% of expectant moms know that they can order a breast pump as soon as they know their due date!

A few insurance plans require your baby to be born prior to ordering, and some may restrict orders until 30 days before your due date.

Comprehensive Lactation Support and Counseling

The ACA requires all health plans to cover “comprehensive prenatal and postnatal lactation support and counseling”. This means that **you have coverage for lactation counseling** without cost-sharing for as long as you breastfeed your baby. Your health

insurance may require you to see only the providers on their list (“in-network providers”) or cap the number of sessions.

Workplace Requirements⁴

If you’re planning to return to work, there are laws in place to make sure you can still provide for your breastfeeding baby. **The Fair Labor Standards Act (FLSA)** requires employers (with 50+ employees) to provide most “non-exempt” (read: paid hourly and entitled to overtime) employees with a reasonable break time and



private space (not a toilet stall!) to pump or express breast milk through your child’s first birthday. The private space is required to have a lock and either shades or no windows. Also, you must have access to running water and a fridge to store milk.

Only **18%** of working moms who have recently breastfed can identify all of their legal breastfeeding rights in the workplace



⁴ <https://www.dol.gov/whd/regs/compliance/whdfs73.htm>



Develop a plan to talk to your employer

What about salaried employees?

While employers aren't required under the FLSA to provide breaks to nursing mothers who are salaried and exempt from overtime pay, they may still allow time and space for you after you've explained your situation. It doesn't hurt to ask – develop a plan and talk to your employer about your needs ahead of your return. If you are a worker not covered by the federal law, you may be covered by a state law.⁵

Plus, **your employer cannot discriminate against you** for choosing to breastfeed your baby or for pumping milk at work.

Want to learn more about the FLSA and find out if your current position is classified as exempt or non-exempt? You can contact the **U.S. Department of Labor** at **(866) 487-9243** or visit its [webpage](#) on break time for nursing mothers.

Check out these additional resources from the U.S. Department of Labor for more information:

- [Fact Sheet on Break Time for Nursing Mothers under the FLSA](#)
- [Break Time for Nursing Mothers](#)
- [Frequently Asked Questions – Break Time for Nursing Mothers](#)

It's important to note that state laws can vary and may go even further in protecting your rights, so make sure to check local resources to get the support you're entitled to.

Choosing to breastfeed can have lasting benefits for you and your child. Whether in public or at work, breastfeeding is protected by law and is your right as a new mom.



⁵ <https://www.dol.gov/wb/maps/>



2. Which Breast Pump is Right for You?

Researching breast pumps can be overwhelming. There are many options available with different functionalities – so, how do you decide which is best for you?

Don't worry – we know everything there is to know about breast pumps! To help you pick the perfect pump, we developed a checklist that explains the common types, plus their features and benefits.



Types of Breast Pumps

First things, first: How often do you plan to pump? If occasionally, you'll likely want a manual or single electric pump. If you're planning to use it every day, go for the double electric pump. For those who are facing challenges and may need to pump exclusively, hospital grade could be the way to go. Here's why:

Manual

Powered by hand. If you plan to pump infrequently, or don't expect to be separated from your baby for long periods of time, a manual pump could fit your needs.

Benefits:

- ☐ More portable and affordable than electric pumps
- ☐ User-friendly and simple in design
- ☐ Greater control over suction and pumping doesn't require electricity or batteries to operate



Electric and battery-operated

Powered by electricity. These breast pumps plug into an electrical outlet and some even offer the more flexible option of a battery, with a rechargeable battery pack or regular batteries you would buy in a store.

Single electric pump

Expresses milk from one breast at a time. Single electric pumps are recommended for occasional or limited use, like if you only need to pump once a day, or working part time. If you're going to be away from your baby for multiple feedings or extended periods of time, you'll need a double electric pump instead.

Benefits:

- ☐ Completely automatic, making pumping less tiresome than with a manual pump
- ☐ More portable than double electric pumps

Double electric pump

Expresses milk from both breasts at the same time. This pump is highly recommended if you need to pump more than once a day or can't nurse your baby regularly. Some double electric pumps may also have the ability to act as a single pump.

Benefits:

- ☐ More efficient than manual and single electric pumps, resulting in quicker sessions
- ☐ Multiple settings help you adjust to variable cycles and suction levels
- ☐ Hands-free when used with a nursing bustier – perfect for multi-tasking!



Types of Breast Pumps

continued

Hospital-grade

This type of electric pump is often considered to have stronger suction than average. Hospital-grade pumps are primarily used when a mom needs to be separated from her baby and is exclusively pumping her milk vs. nursing at the breast. If you're having trouble breastfeeding during your first few weeks postpartum, or if you're not producing enough milk, a hospital-grade pump could help.

Note: The terms "hospital-grade" or "hospital-strength" aren't recognized by the FDA and don't have a consistent definition. However, brands may use this label to note their strongest pump.

Pumps That Work for Working Moms

Electric pumps are a working mom's best friend and make your workplace pumping sessions more efficient. But you don't have to stop there. These other features will help you pump like a boss:

- Going hands-free makes multitasking a breeze
- Double pumping takes care of both breasts at the same time, getting the job done quickly
- Concealable cups fit inside your bra, letting you pump with your shirt on

Remember, pumping shouldn't hurt. If you have pain or difficulty with pumping, ask your doctor or a lactation consultant for help.

Barrier Systems

Open System

These pumps don't have a barrier between the tubes in the pump and the milk collection area. This means there's a small chance your milk could leak into the pump, which could make it harder to clean and allow mold to develop.

Closed System

Unlike open systems, these pumps have a diaphragm that acts as a barrier, keeping outside air from coming in contact with your milk as it travels in the tubes. This barrier also prevents milk from leaking in your pump. As a result, you won't have to wash and sterilize the tubes as often as you would for an open system.

Note: For more details on hygiene best practices, check out the ["Comprehensive Guide to Cleaning Your Breast Pump"](#) on our blog.





Shari's Top Breast Pump Features

Today's pumps typically have a lot of bells and whistles, which can make it hard to decide what's actually important. Let **Shari Criso – a certified lactation consultant, RN and nurse midwife** – guide you on which features really matter.

Separate Controls For Suction and Speed

"The more control you have over your pump, the better you will be able to mimic the way your baby feeds at the breast. Separate settings allow you to customize your experience and stimulate multiple 'let-downs', or milk releases, during a pumping session in order to maintain your milk supply and save you time. After all, the best breast pumps are the ones that get the most milk out in the least amount of time!"

Multiple Sized Flanges

"It's so important that you get the right flange fit with your pump! Every nipple is different and if the flange doesn't fit properly, you may

feel pain and not be able to get your milk out effectively. Many pumps have interchangeable flanges, allowing you to find the best size for your breast. When you have the right fit, pumping is more comfortable and efficient."

Integrated Bottle Holders

"Every drop of milk is precious and the result of hard work. If there's any way to lessen your chance of spilling, do it! That's why I advise moms to get a pump that has connected bottle holders."

Multiple Power Options

"Ideally, your pump should have multiple options for power. Besides an AC wall adapter, having a battery pack as well as a car adapter will ensure that you can always pump when and where you need to. This will give you more flexibility and avoid delayed or missed pumping sessions."

New, Not Used!

"The best pump choice you can make for you and your baby is to get it brand new. Second-hand or shared pumps, even from someone you know, can be unsanitary and cause bacteria to transfer from one mom and baby to another. Breast pumps are personal, and with the Affordable Care Act, moms now has access to their very own at no cost."



3. Four Easy Steps to Get A No-cost Breast Pump Through Insurance

Thanks to the Affordable Care Act, expectant mothers are entitled to a breast pump at no cost through their insurance company, and chances are that your favorite pump is covered by your plan.

You can order a breast pump as soon as you know your due date, even if your insurance doesn't allow shipment until closer to birth.

Taking advantage of the benefit is easy! Through Byram Healthcare, ordering your insured-covered breast pump takes just minutes with a few simple steps.

Four easy steps to get a no-cost breast pump:

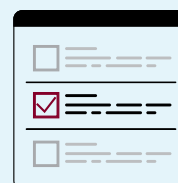
1.

Visit Byram Healthcare's breast pump site at <http://breastpumps.byramhealthcare.com/> and click "Start Order" from the top menu



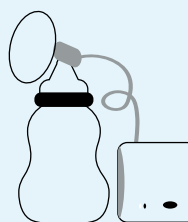
2.

Select your insurance provider from the list.* You will then be shown the breast pumps available to you through your coverage



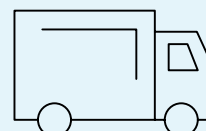
3.

Choose the breast pump and accessories that best suit your needs



4.

Enter your contact and insurance information. Once your insurance is processed, your breast pump will be shipped! You can expect it within 4-7 business days, unless otherwise specified by your insurance



**If you don't see your insurance provider listed, select "other". On the order form, type in your insurance provider's name exactly as it appears on your Member ID card.*



4. Breast Pumping Hacks for Working Moms

For many moms, going back to work after pregnancy is an important part of caring for your baby ... *and yourself*. Coordinating childcare, perfecting your pumping strategy and packing a daily diaper bag are just a few of the many things you'll need to plan and prepare for as you transition back to work. Take one step at a time, be flexible and know that it will get easier.

Remember, you got this!





Breast Pumping Hacks for Working Moms

continued

To give yourself a head start and help remember that you're not alone, here are some tried-and-true tips on breastfeeding in the workplace:

It all starts with the pump.

When you're breastfeeding, a pump is key to getting back into your routine. In fact, 63 percent of working mothers say that a breast pump made it possible for them to return to their job.¹ If you have one that lets you pump both breasts simultaneously, it's the ultimate time saver. You can check out our guide on choosing the right pump for your needs on page 8.

Two is better than one.

If you have a spare pump, keep one at work and the other at home. A manual pump, which is typically a more affordable option, can be a perfect back-up. Regardless, keep spares of everything, including bottles, lids, flanges, storage bags and bras, in the office. Let's face it, your to-do list just got a whole lot longer. It's good to have back-ups.

Look ma, no hands!

If your pump doesn't include a hands-free kit, get a hands-free nursing bra, allowing you to multitask when work demands it. Tight budget? Cut small Xs into an old sports bra to give you a tighter hold on your breast shields.

Vroom, vroom.

Invest in a car charger for your pump. Not only is it helpful for road trips, but during your lunch breaks, too.

Practice makes perfect, and more milk.

Just as with direct breastfeeding, pumping takes time to learn. Open the box weeks before your scheduled return to work and start familiarizing yourself with the pump, its accessories and the process.

Be a boss.

Prior to your return, make sure your supervisors understand federal and state guidelines as well as your expectations, including your right to pump every three hours and the correct private conditions to do so. Fewer than 1 in 5 working moms know their breastfeeding protections in the workplace.¹ Make sure you're informed and browse your rights on page 4.

Go digital.

Use a shared calendar? Set your pumping schedule, then block off time slots in advance. This will remind both your colleagues and you of when you're booked. Your body will tell you if you need to adjust your pumping frequency. As any mom knows, you'll want to avoid engorgement at all costs.

Tiptoe in.

Don't jump right back into the deep end of work. Begin with half-days if you can, or at least push for a mid-week start, letting you and your precious baby adapt to the new situation more easily. There's plenty to figure out, and probably some adjustments to be made over the weekend.

¹According to a survey – commissioned by Byram Healthcare and conducted by Wakefield Research – of 1,000 nationally representative U.S. working mothers of kids ages two and under who have recently breastfed or are currently breastfeeding.



Breast Pumping Hacks for Working Moms

continued

Use your senses.

Is your milk let-down not coming as easy as you'd like? Start with a pre-pump hand massage. And make sure you keep a photo, video, or even a baby blanket to smell, nearby. These sensory reminders trigger milk flow and keep you focused.

Nourish No. 1.

As you establish your baby's feeding schedule, remember to also take care of yourself. It's very important to stay hydrated and eat healthy snacks throughout the workday, keeping you fit, energized and able to care for two people.

Less mess.

Breast pump flanges make great funnels. Use your same-session flanges when transferring milk from bottles to freezer storage bags.

Keep it cool.

If using a shared refrigerator for storing milk and pump parts, claim your space proudly. Perhaps with signage! Most working moms who breastfeed know they're entitled to that fridge space – make sure your colleagues know, too.¹ Consider keeping a long-lasting cooler bag at your desk, serving as a reminder to transport your milk and used parts home.

Save it for later.

Washing pump parts between sessions is time consuming. If you have spares, toss the used parts into a plastic storage bag and put them in a refrigerator or cooler, where they can be safely stored for the day until you can thoroughly wash them at home.

Absorb this.

Sometimes you're not ready to pump or express your milk, but you feel your body signaling otherwise. To stop leaks, you can try putting pressure on your nipples by wrapping your arms across your chest. Hold that position until the feeling passes. Forgot your nursing pads? You can use any pads or pantyliners you keep stashed in your desk.

Find your people.

Supportive women (and men!) are everywhere. Seek their counsel. Relying on workplace or even online support groups will remind you that you aren't going through it alone. It will also give you a forum for proudly sharing that you crushed yesterday's client meeting in between pumping sessions.

They're not all your people.

Sadly, you may have coworkers who are insensitive about your decision to pump. Some moms have admitted that someone made a rude comment or asked them to go somewhere else while they were breastfeeding or pumping at work¹.

Our advice: shine on and remember who you're pumping for ... even if it's tempting to say "I'm supporting a life. Why don't you get one?"

¹According to a survey – commissioned by Byram Healthcare and conducted by Wakefield Research – of 1,000 nationally representative U.S. working mothers of kids ages two and under who have recently breastfed or are currently breastfeeding.

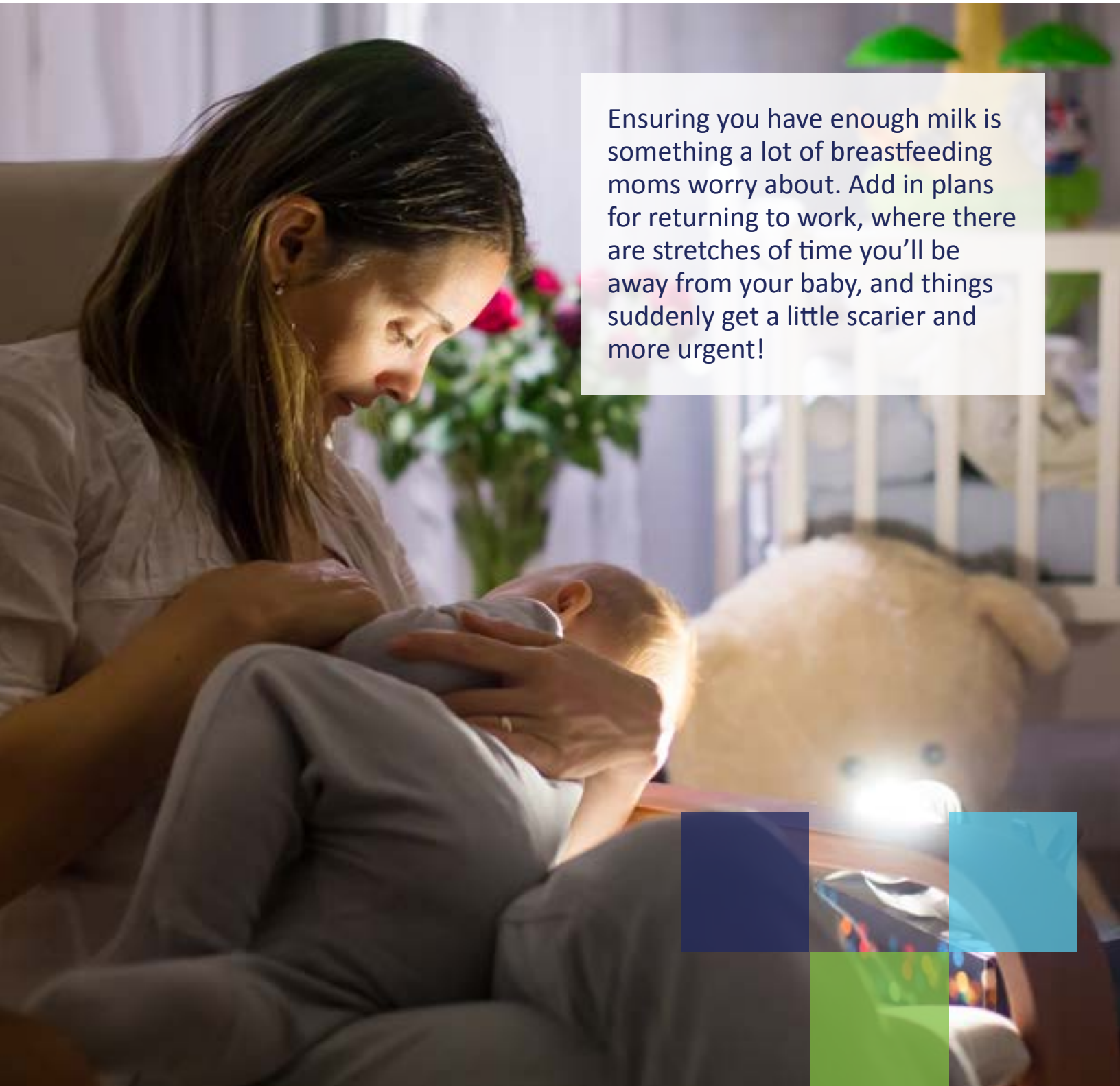


5. Make It Work:

Expert Answers To Your Breastfeeding Questions

By Shari Criso, MSN, RN, CNM, IBCLC

Ensuring you have enough milk is something a lot of breastfeeding moms worry about. Add in plans for returning to work, where there are stretches of time you'll be away from your baby, and things suddenly get a little scarier and more urgent!





Make It Work: Expert Answers To Your Breastfeeding Questions

By Shari Criso, MSN, RN, CNM, IBCLC

As a certified lactation consultant, RN and nurse midwife, I receive a lot of questions from new moms who have concerns about breastfeeding and pumping while at work. A list of my FAQs is below, complete with guidance to help keep you one step ahead of the game.

How much milk do I need to pump in preparation for my first day back at work?

The rule of thumb is that breastfed infants consume approximately 1 to 1½ ounces per hour by the time they are 6 weeks old. This should help you plan how much milk you will need for those days when you're away from your baby. For example, if you are separated for 10 hours a day, Monday through Friday, I recommend providing your caregiver with approximately 10-15 ounces of breast milk for each of those five days. Of course, there are times when babies want a little more or a little less, but this is a good place to start.

Do I need to have a lot of milk stored in the freezer?

Building a stockpile of milk ensures that you won't run out when your baby has a growth spurt and spike in appetite, or if you have a lowproduction day. Having extra stored milk in the freezer is always a good plan; I recommend trying to have about 10-12 extra feedings put away. What you don't need is a freezer filled with extra milk – while it may give you a sense of security, it is not necessary to have before returning to work. It could even be difficult to do when your baby seems to be eating all the time! The best milk for your baby is the milk you will pump each day and bring home, as well as the direct nursing you will do when you are together. Start slow and build up as needed. And remember, the more you breast-feed, the more milk you will make.

My baby eats all the time! How do I make sure I have enough milk?

If your baby is drinking more breast milk than usual, it's likely because they are growing. The good news is that growth spurts are temporary. The bad news is that your plan to store extra will have to wait, as this is not the time to build your stash! Breastfeeding your baby more often when you're home and adding a pumping session or two to your routine should help you increase your supply. If your baby is truly eating all the time and you find yourself with less time to pump, try pumping one breast as your baby nurses on the other. Even waking up a little earlier to get a pumping session in before work can help a lot. Most importantly, learn how to use your pump to stimulate more let-downs and get as much milk out as you can at each session. Don't forget that pumping more milk will stimulate additional production.



How do I prevent my milk supply from decreasing after getting back to work? And if it already has, how can I increase it again so my baby has what they need?

The number one cause of a diminishing milk supply is decreased milk expression. Your baby can usually get more out than your pump, and your pump won't let you know that it wants more even if the clock says otherwise. This is how your baby regulates your supply up or down according to their needs. If you see your supply starting to dip, I recommend more frequent pumping sessions or an extra breast-feeding session during the day.

Stress can also negatively impact your milk production. And let's be real, going back to work after having your baby can be stressful, especially while balancing a new schedule and added responsibility. A dip in your supply can also be caused by lack of sleep, hormones and dehydration. It's important to carve out time for yourself to shower, sleep and eat – and lean on your partner, family and friends to help you. You can't properly care for your baby if you're not taken care of first! Similarly, staying hydrated will help maintain your supply. Be sure to pack an extra water bottle in your work bag and remind yourself to drink up.

Teach and remind your caregiver to do paced (slow, baby-led) feedings so that your baby isn't being overfed, which can create a greater demand than what is actually needed. This can largely impact why pumping moms may feel that their supply is inadequate.

Check your pump parts and make sure you're replacing them as needed, according to the manufacturer's instructions. Using worn out valves or membranes will decrease your

pump's efficiency, the amount you're able to pump out and your supply. When you're back to work and pumping several times a day, I advise replacing pump parts every two months or sooner. Always keep spare parts in your pump bag for this reason.

I also recommend breast compression during your pumping sessions and hand expression immediately after – this will help get those last drops of milk out that the pump can't. Getting more out will help maintain and increase your supply. However, if you're still having trouble, consult with a lactation consultant or your doctor.

Do I need to wash my pump parts every time I pump at work?

The Center for Disease Control and Prevention (CDC) recommends washing your pump parts after each pumping session. However, when you're a busy mom juggling your professional and family life, sometimes there just isn't enough time to stand over the sink and scrub once you're done expressing milk, especially if you have limited time during your pumping breaks at work. If you have spare parts, rinse the used ones and store them in your cooler with your expressed milk during the day. This way, you can wait to clean them more thoroughly at home – saving you time at work and making pumping breaks much more convenient.

New routines can be daunting but you'll get the hang of it soon. It can be hard being away from your baby, but you should be proud of yourself for making the leap back into the workforce – I know I am! Have patience with yourself and remember that you got this, Mama!



6. My Breastfeeding Rights: A Pocket Guide

As a breastfeeding mother, you have specific benefits under the Affordable Care Act (ACA) and other federal laws. It's a lot to digest. That's why we put together this quick reference guide. Keep it handy while you navigate your breastfeeding journey and share with others who may not know their rights.



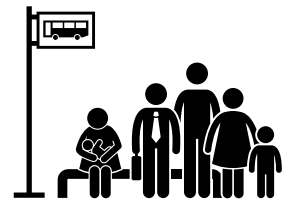
Insurance coverage for breastfeeding support

All health plans must cover the following for the duration of breastfeeding,

- **Breastfeeding equipment and supplies** – Breast pumps, and often related accessories, are available at no cost
- **Lactation support** – Comprehensive prenatal and postnatal lactation support and counseling are made available without cost-sharing¹

Breastfeeding in public

Breastfeeding is allowed in any public or private location in all 50 states, the District of Columbia and Puerto Rico²



Break time and space for pumping

- Employers with 50+ employees must provide hourly employees who are eligible for overtime with **reasonable break time** and a **private space** (not a toilet stall) to pump breast milk plus access to running water and a fridge to store milk³.

Note to salaried workers: Employers may allow time and space for nursing after you explain your needs.

- Employers cannot discriminate against you for choosing to breastfeed your baby or for pumping milk at work.



For questions or to file a complaint, contact the **U.S. Department of Labor** at **(866) 487-9243** or visit www.dol.gov/whd/nursingmothers/

¹www.healthcare.gov/coverage/breast-feeding-benefits/

²www.ncsl.org/research/health/breastfeeding-state-laws.aspx#State

³www.dol.gov/whd/regs/compliance/whdfs73.htm

Content in Byram Healthcare's toolkit, "A Working Mother's Guide to Breastfeeding", was created for informational purposes only. The information is not intended to be a substitute for professional medical advice, diagnosis or treatment. Always seek the advice of your physician or other qualified health provider with any questions you may have regarding a medical condition.



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