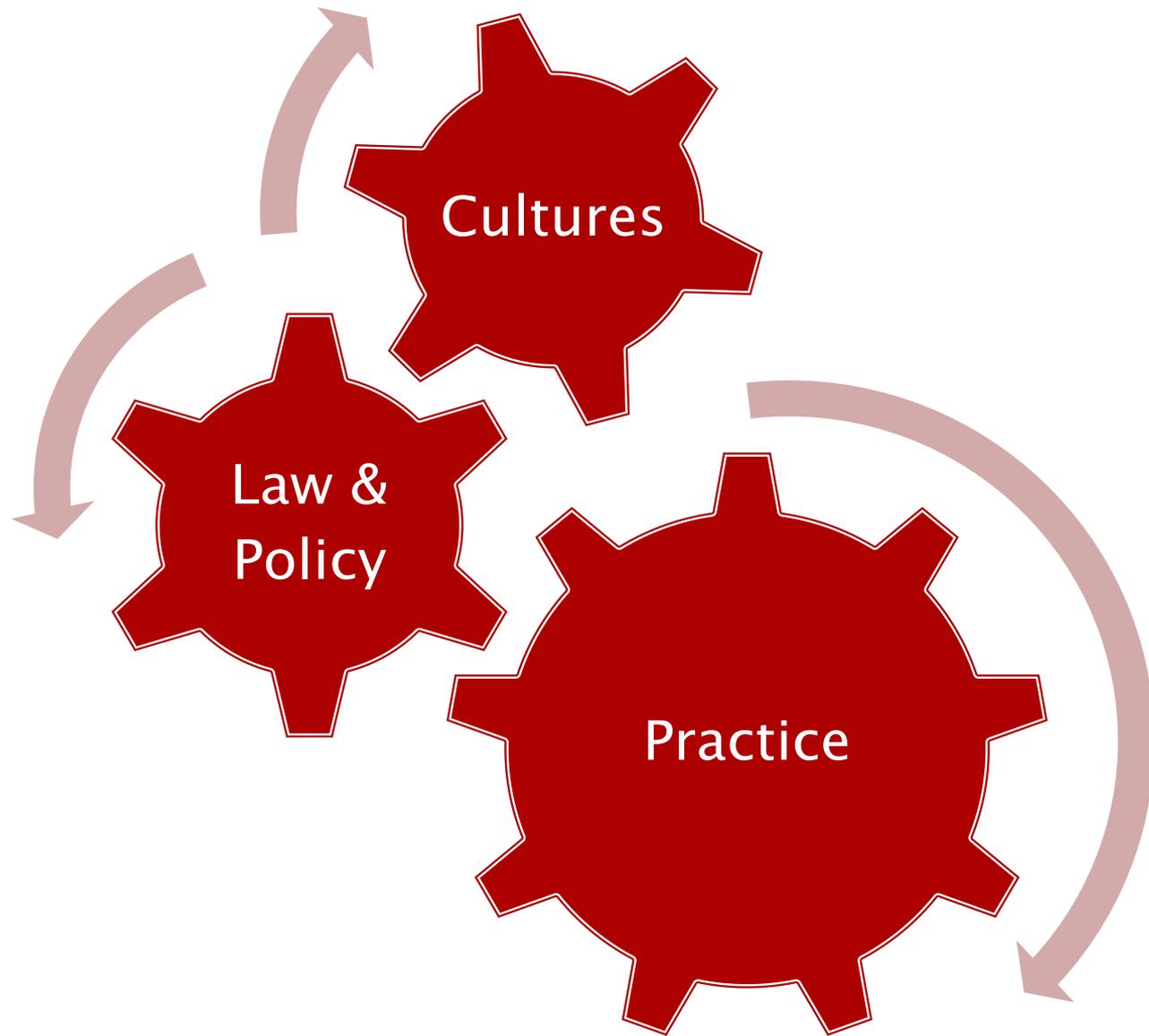


Breastfeeding & the Law:

What exists & what we still need to ensure that breastfeeding is an option for all families



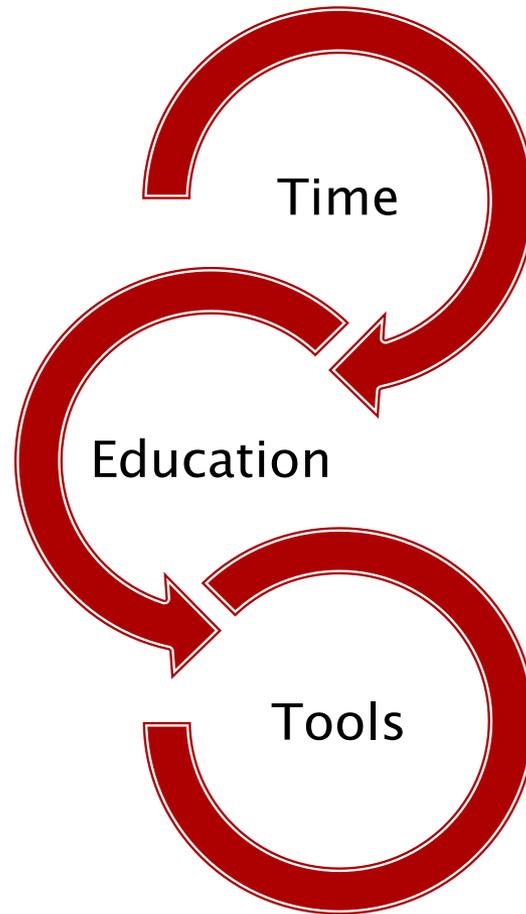
Indiana Law

IC 16-35-6-1

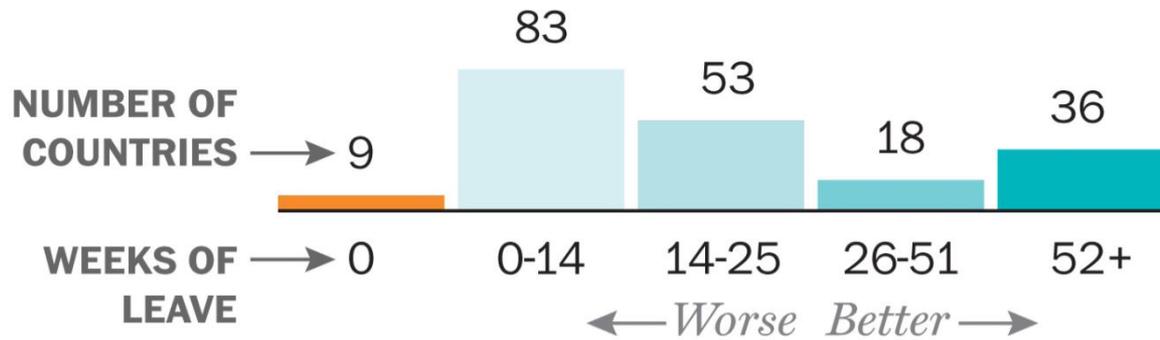
Right to breastfeed

Sec. 1. Notwithstanding any other law, a woman may breastfeed her child anywhere the woman has a right to be.

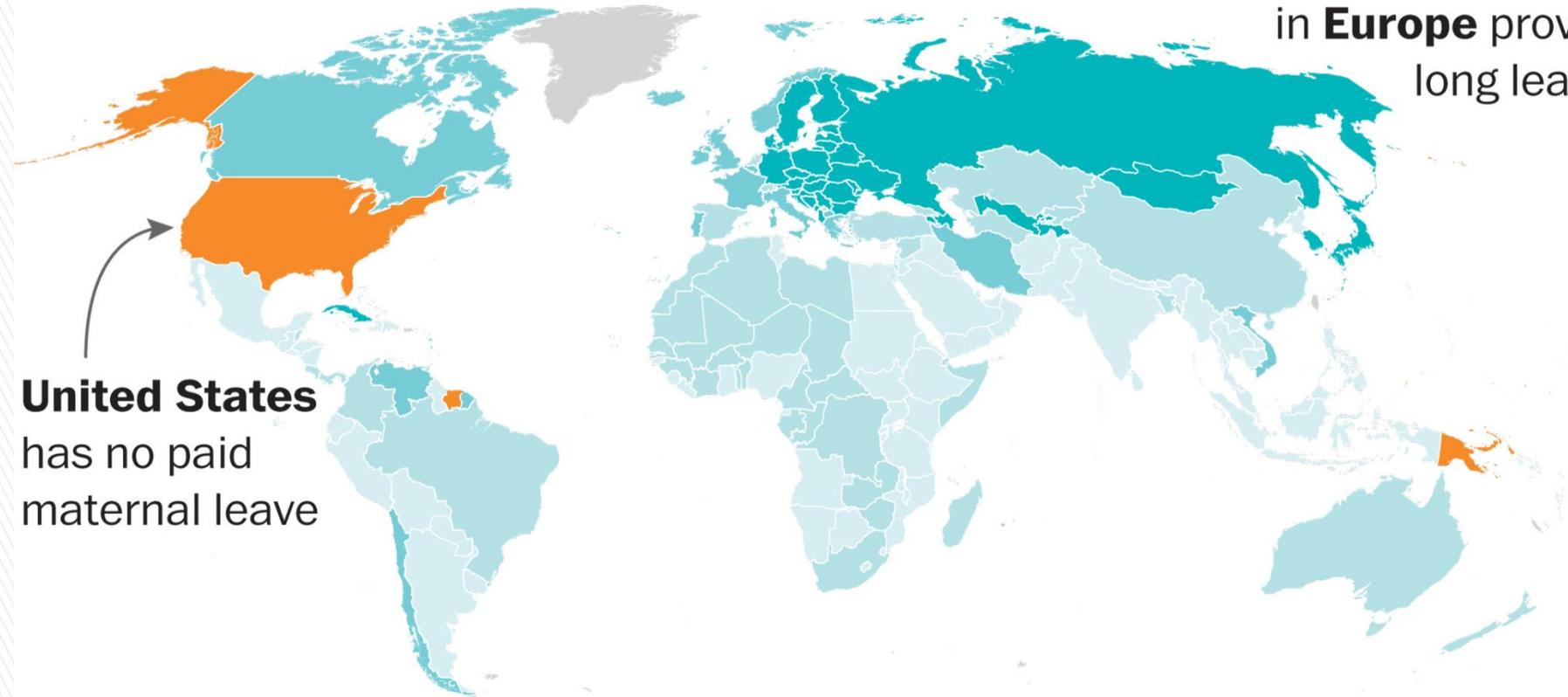
What does it take for breastfeeding success?



Paid maternal leave around the world



Most countries in **Europe** provide long leaves

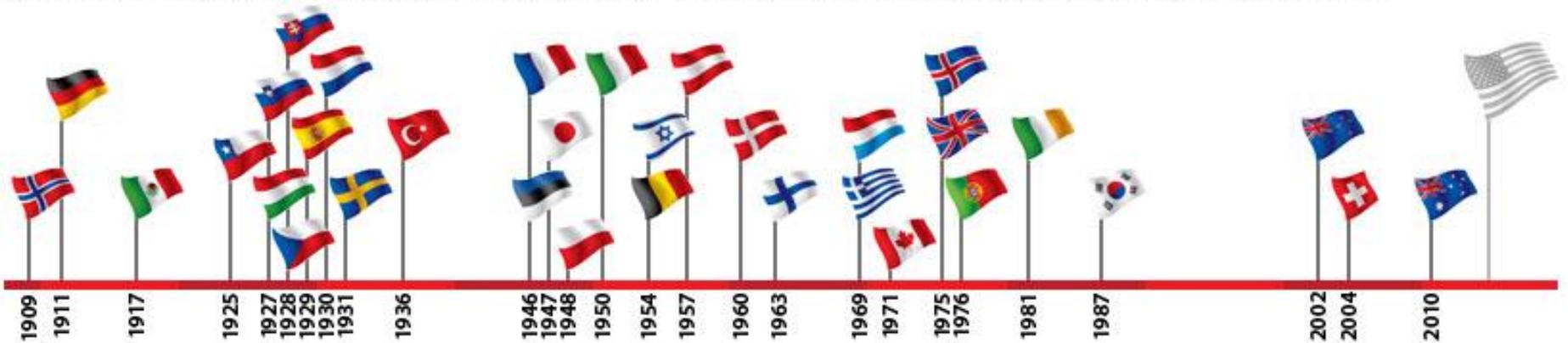


United States has no paid maternal leave

PAID LEAVE FOR NEW MOMS

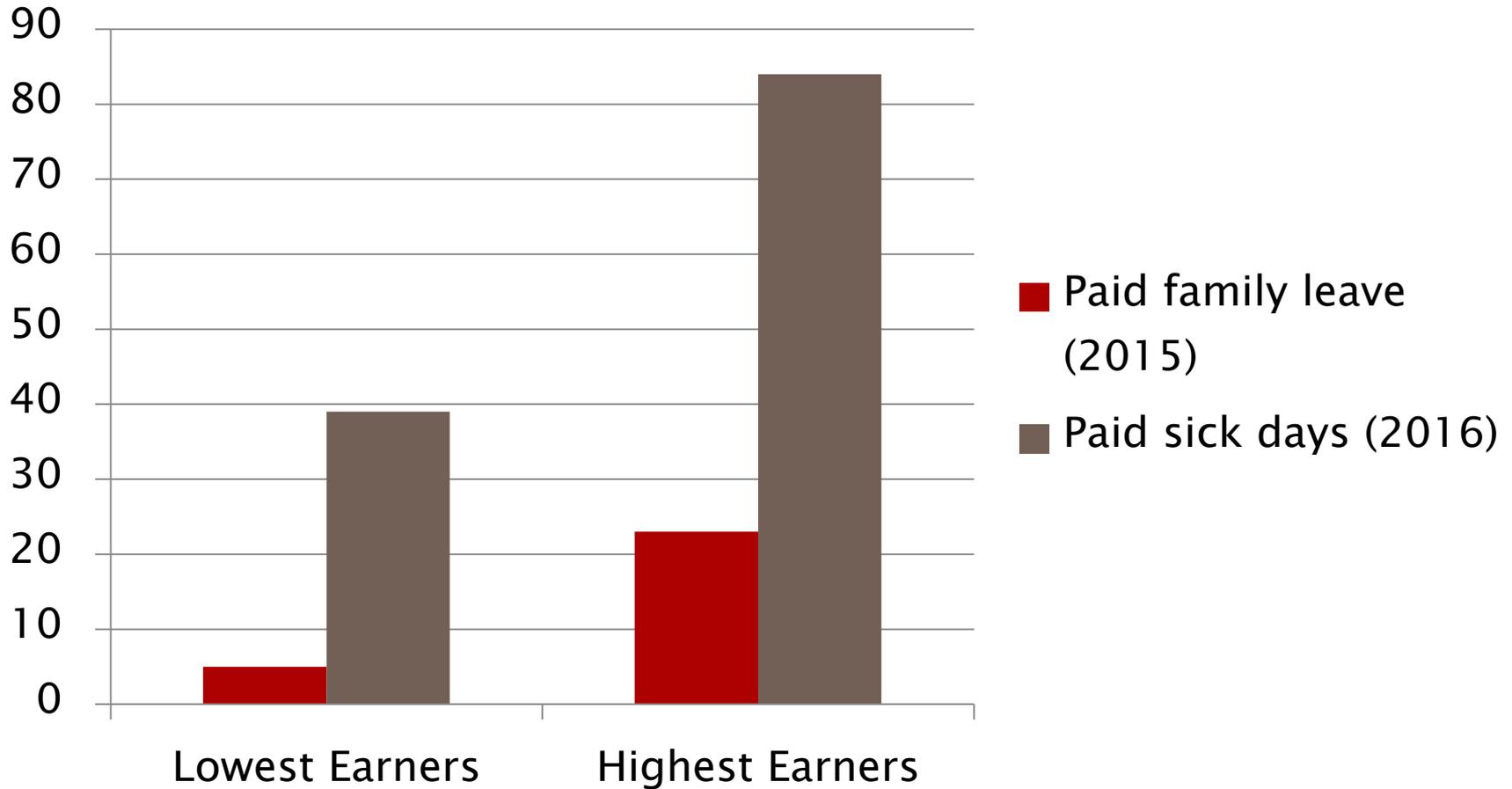
Let's Get with the (Paid Leave) Program...

Other countries in the Organisation for Economic Co-operation and Development (OECD) started providing paid maternity leave more than 100 years ago. When will the United States get with the program?



NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES

Who gets paid leave?





FAMILY

MEDICAL

LEAVE

ACT

12 weeks of unpaid, job protected leave



District 40 Indiana State Senator
Vi Simpson



District 60 IN State Representative
Peggy Welch

Lactation support in the workplace

July 1, 2008

Indiana Law

Private Employees

- ▶ Over 2.5 million private sector jobs

Public Employees

- ▶ ~300,000 inclusive of state government, local government, and public schools

Private Employees

(of companies with 25 or more employees)

- ▶ Provide a private location other than a toilet stall where an employee can express milk...
 - ...during any time away from the employee's assigned duties,
...to the extent reasonably possible
- ▶ Provide space for employees to keep expressed milk...
 - ...“or allow employees to provide their own”

Ind. Code § 22-2-14-2

Public Employees

- ▶ Public employers must provide a private room near an employee's work area, other than a toilet stall, where she can express milk.
- ▶ Employer must provide reasonable daily paid break time to express breast milk...

...unless doing so would unduly disrupt the employer's operations.

Fair Labor Standards Act

- ▶ “Employees who are engaged in interstate commerce or in the production of goods for commerce, or who are employed by an enterprise engaged in commerce or in the production of goods for commerce” – exemptions
 - ▶ 50 or more employees (regardless of worksite)
 - ▶ Under 50 if it doesn’t cause “undue hardship”
 - ▶ Infant under 1 year
- ▶ Reasonable unpaid break time, each time
- ▶ Space other than a bathroom, shielded, free from intrusion
- ▶ Employer fines
- ▶ Protection in the case of complaint
- ▶ Provides for remedies, including reinstatement, lost wages

Who is covered?

What protections?





Stay for Prayer

Machine is empty
park or hospital
can be bought
at first floor
of the building



WOMEN



NO
ENTRY



Restroom
Closed

FIRE
EXIT

Plummed

Stayfree[®]
CLASSIC

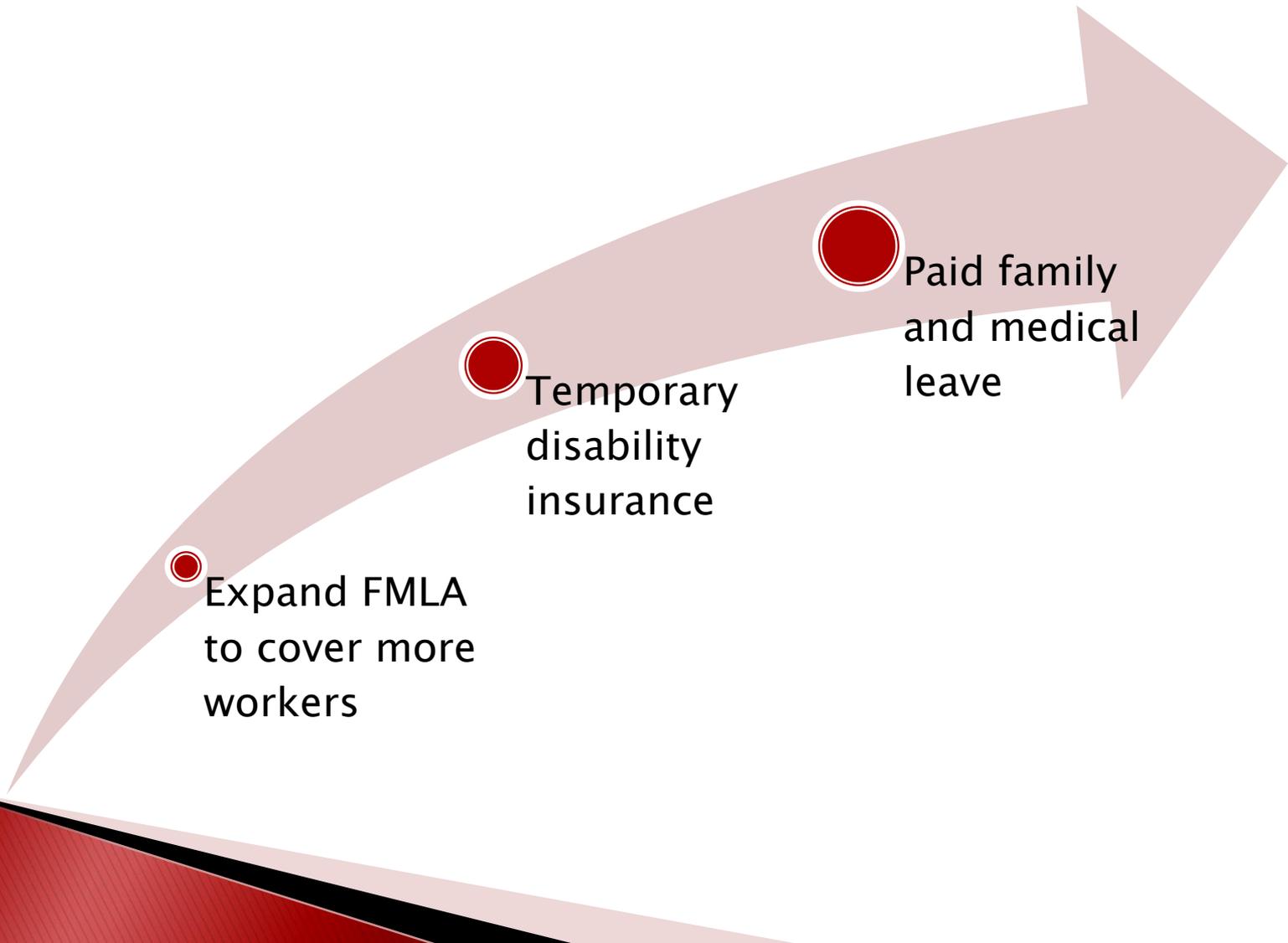
Playtex
TAMPONS

location, length, brand!
Machine is empty
pads or tampons
can be bought
at first floor
snack stand for .50^{ea}

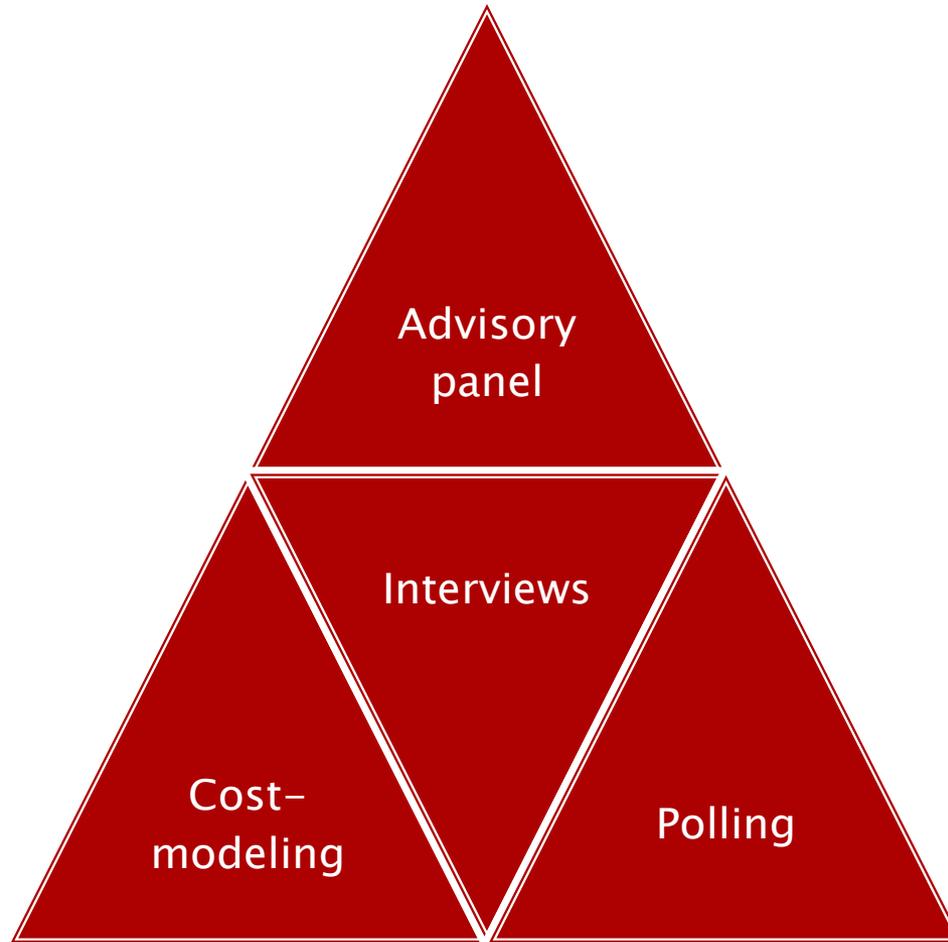
Breast is best for babies



Time at home



Department of Labor PFL Grant



Time at work

Eli Lilly

- nursing mothers' rooms with hospital-grade pumps
- access to a lactation consultant

State and federal legislation

- Cover more employers
- Add “teeth”

Culture

- Value *all* parents' commitments to their children
- Acknowledge tensions & expand work-life balance

Our Asks

- ▶ Join Time Matters Indiana Facebook group
- ▶ Sign up for our action alerts
- ▶ Share stories with us & with legislators
- ▶ Flip the script

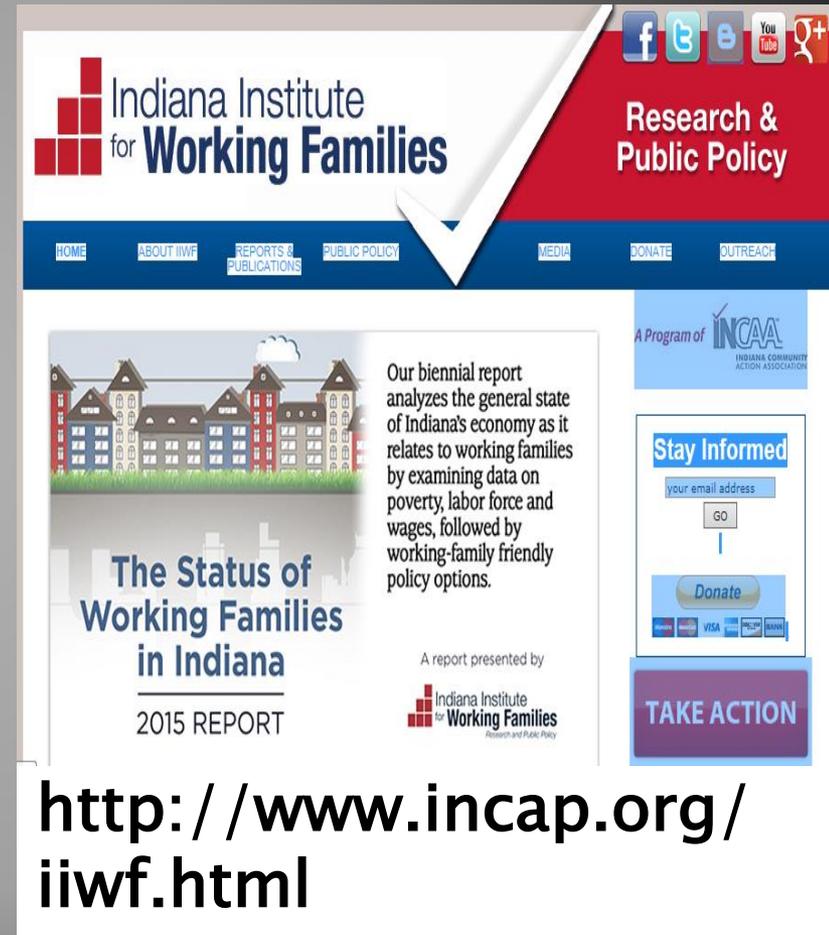


Stay in touch!

Erin Macey

emacey@incap.org

317-638-4232



The screenshot shows the homepage of the Indiana Institute for Working Families. The header features the organization's logo and name, "Indiana Institute for Working Families", and the tagline "Research & Public Policy". A navigation menu includes links for HOME, ABOUT IIWF, REPORTS & PUBLICATIONS, PUBLIC POLICY, MEDIA, DONATE, and OUTREACH. The main content area highlights the "2015 REPORT" titled "The Status of Working Families in Indiana". A descriptive text states: "Our biennial report analyzes the general state of Indiana's economy as it relates to working families by examining data on poverty, labor force and wages, followed by working-family friendly policy options." Below this, it says "A report presented by" followed by the IIWF logo. On the right side, there is a "Stay Informed" section with an email sign-up form and a "Donate" button. At the bottom right, there is a prominent purple "TAKE ACTION" button. The URL <http://www.incap.org/iiwf.html> is displayed at the bottom of the page.

<http://www.incap.org/iiwf.html>