



## Employer's Information

### *Links to Information and Resources for Employers and Employees*

#### **Vermont Workplaces Support Nursing Moms**

*Vermont Commission on Women & Vermont Department of Health, WIC Program, November 2012*

[healthvermont.gov/wic/documents/Nursingwebfactsheet.pdf](http://healthvermont.gov/wic/documents/Nursingwebfactsheet.pdf)

Employers and employees: find out more about the needs and rights of moms returning to work.

#### **Sample Worksite Lactation Policies**

*Vermont Department of Health, WIC Program*

Basic Policy Sample: [http://healthvermont.gov/wic/food-feeding/breastfeeding/documents/workplace\\_policy\\_sample.doc](http://healthvermont.gov/wic/food-feeding/breastfeeding/documents/workplace_policy_sample.doc)

Detailed Policy Sample [http://healthvermont.gov/wic/food-feeding/breastfeeding/documents/workplace\\_sample\\_policy\\_detailed.doc](http://healthvermont.gov/wic/food-feeding/breastfeeding/documents/workplace_sample_policy_detailed.doc)

#### **The Vermont Guide to Parental and Family Leave**

*Vermont Commission on Women*

[women.vermont.gov/sites/women/files/pdf/Parental\\_Family\\_Leave\\_Guide.pdf](http://women.vermont.gov/sites/women/files/pdf/Parental_Family_Leave_Guide.pdf)

Information for employees and employers about parental, family, and short-term leave. Information includes descriptions of federal and Vermont state laws, detailed definitions for each type of leave, and answers to commonly-asked questions.

#### **Important Workplace Laws Vermont Employers Should Know**

*Vermont Commission on Women, January 2014*

[women.vermont.gov/sites/women/files/pdf/Workplace%20Laws%20for%20VT%20Employers.pdf](http://women.vermont.gov/sites/women/files/pdf/Workplace%20Laws%20for%20VT%20Employers.pdf)

#### **Important Workplace Laws Vermont Workers Should Know**

*Vermont Commission on Women, January 2014*

[women.vermont.gov/sites/women/files/pdf/Workplace%20Laws%20for%20VT%20Workers.pdf](http://women.vermont.gov/sites/women/files/pdf/Workplace%20Laws%20for%20VT%20Workers.pdf)

Vermont workers have the right to request flexible working arrangements which might include working from home, changes in the number of days or hours worked, changes in work arrival or departure times or job-sharing. Includes information on pregnant worker's rights and lactation accommodations.

### **Fact Sheet #73: Break Time for Nursing Mothers under the FLSA**

*U.S. Department of Labor, Wage and Hour Division, March 2010*

[www.dol.gov/whd/regs/compliance/whdfs73.pdf](http://www.dol.gov/whd/regs/compliance/whdfs73.pdf)

Provides general information on the break time requirement for nursing mothers in the Patient Protection and Affordable Care Act which was took effect on March 23, 2010.

### **Guide for Establishing a Federal Nursing Mother's Program**

*United States Office of Personnel Management, January 2013*

[www.opm.gov/policy-data-oversight/worklife/reference-materials/nursing-mother-guide.pdf](http://www.opm.gov/policy-data-oversight/worklife/reference-materials/nursing-mother-guide.pdf)

Guide provides information on developing a nursing mother's program at the workplace and includes guidance on setting up a lactation room.

This is a useful guide for *all* employers, outlining the minimum support needed for worksite lactation support and it includes recommendations for enhanced support and best practices.

### **Supporting Nursing Moms at Work: Employer Solutions**

*Office on Women's Health, U.S. Department of Health and Human Services*

[www.womenshealth.gov/breastfeeding/employer-solutions/](http://www.womenshealth.gov/breastfeeding/employer-solutions/)

Online resource providing businesses with cost-effective tips and solutions for any industry setting. Search by industry to see how other businesses just like yours have made it work. Or search by solutions to find creative options for time and space that might work for you.

### **Workplace Accommodations to Support and Protect Breastfeeding**

*United States Breastfeeding Committee, 2010*

[www.usbreastfeeding.org/LinkClick.aspx?link=Publications%2fWorkplace-Background-2010-USBC.pdf&tabid=70&mid=388](http://www.usbreastfeeding.org/LinkClick.aspx?link=Publications%2fWorkplace-Background-2010-USBC.pdf&tabid=70&mid=388)

This paper provides a background for understanding the role of lactation breaks in the workplace as a critical way to improve the health and productivity of working women and their children, in compliance with Section 4207 of the *Patient Protection and Affordable Care Act*.

### **"Making it Work" Toolkit**

*New York State Department of Health and New York State WIC*

[http://breastfeedingpartners.org/index.php?option=com\\_content&view=article&id=164&Itemid=411](http://breastfeedingpartners.org/index.php?option=com_content&view=article&id=164&Itemid=411)

The *Making It Work* Toolkit is an online resource for employers, families, and breastfeeding mothers returning to work or school.