

Legislation passed in October 2007 requires that all public employers support employees who choose to breastfeed. The University of Montana will work with each employee individually to ensure they are provided accommodations that encourage and support their choice to breastfeed.

University policy provides for the following requirements:

- A work schedule that provides breaks for nursing or pumping.
- Adequate facilities for nursing or expressing milk:
 - Private room with closable door, preferably lockable (toilet stalls and closets are unacceptable);
 - Suitable/comfortable chair, preferably with table space;
 - Electrical outlet;
 - Good or adequate lighting;
 - Access to a nearby, clean, and safe water source;
 - Access to a refrigerator or cooler to store breast milk.
- A Case Manager to work with you and your supervisor, if necessary, to accommodate your needs and identify what will work best for you given your particular situation.

To Do:

Begin to coordinate your plan as early as possible. Here's how:

Step 1 Make an appointment with the Benefits Specialist in the Human Resource Services department. The Benefits Specialist will provide information on the FMLA policy. Call 243-6766 for an appointment.

Step 2 Initiate a request to obtain needed services and facility space by either:

(A) contacting your immediate supervisor to identify suitable accommodations which meet the requirements at left;

OR,

(B) contacting the Case Manager in Faculty-Staff Wellness (243-2027) who will collaborate with you and your supervisor to find suitable accommodations and ensure compliance with University policy.

Missoula Community Resources:

- **Maternal & Child Health (MCH): 258-4298**
Free home visits by certified lactation consultants to anyone needing assistance with breastfeeding.

Free breastfeeding classes:
Breastfeeding 101; Back to the Grind (breastfeeding at work).

Breastfeeding Hotline (M-F, 8-5):
207-HELP (207-4357).
- **Missoula City-County Health Department WIC Program: 258-4740**
Lactation consultants and peer breastfeeding counselors on staff. Free breast pumps and free consultations if enrolled in WIC.
- **La Leche League- Erin Reagan, IBCLC: 549-1779**
Free support meetings. Fee for consultations and breast pumps.
- **Community Medical Center- Lactation Department: 327-4219**
Fee for consultations, breast pumps, and classes.
- **Birth Center- Jennifer Stires, RN, CLC: 549-0978**
Fee for consultations, breast pumps, and classes.



Why choose to Breastfeed?



Benefits to the baby:

- * Breast milk aids in the development of baby's immune system
- * Breast milk provides perfect infant nutrition
- * Fewer ear and respiratory infections
- * Less likely to develop asthma, allergies, and diabetes
- * Protection against SIDS (Sudden Infant Death Syndrome)
- * Strong early bonding with mother

Benefits to the mother:

- * Decreased risk of pre-menopausal breast, ovarian, and endometrial cancer
- * Ability to eat more while potentially losing weight
- * Breast milk is free
- * Strong early bonding with baby
- * Less time missed from work and reduced medical costs due to improved health of baby

UM Campus Contacts:

For information on FMLA, maternity leave, and insurance benefits:

Rita Garland,
Benefits Specialist,
Human Resource Services
243-4238
GarlandRT@mso.umt.edu

For assistance finding a suitable space, acquiring a refrigerator, or other breastfeeding accommodations:

Angela Priest,
Case Manager,
Faculty-Staff Wellness
243-2027
Angela.Priest@umontana.edu



The University of Montana Supports Employees Who Choose to Breastfeed!

UM supports and encourages the practice of breastfeeding, accommodates breastfeeding needs of employees, and provides adequate facilities for breastfeeding or the expression of milk for the employee's child.

