

# Human Milk Insights

November 2021

*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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*November 17<sup>th</sup> World  
Prematurity Day*

## FEATURED STORIES THIS MONTH

### NEWS YOU CAN USE

- Organizational Statements and Resources Regarding COVID-19
- Breastfeeding and COVID-19

### HUMAN MILK EDUCATION

- Human Milk Monthly Webinar Series
- Medela's 15<sup>th</sup> Global Breastfeeding and Lactation Symposium – On-Demand Now Available!
- Professional Resources
- Neonatal Perspectives Blog

### CLINICAL PEARLS IN LACTATION

- The PUMP for Nursing Mothers Act – H.R. 3110

### TOOLS YOU CAN USE

- Federal and State Laws and Breastfeeding

### SPOTLIGHT ON PRACTICE

Happy Thanksgiving! We are thankful for you!

## NEWS YOU CAN USE

### ORGANIZATIONAL STATEMENTS AND RESOURCES REGARDING COVID-19

#### USBC: The U.S. Breastfeeding Committee

Workplace support for pumping is now a federal law. USBC's online guide breaks down the resources in an easy to follow guide. <https://bit.ly/3EndQ78>

#### CDC: The Centers for Disease Control and Prevention

Publicized an urgent health advisory regarding education on, and recommendation of, COVID-19 vaccination throughout pregnancy and lactation. <https://bit.ly/3Bvyksy>

Released status report regarding progress toward achieving breastfeeding objectives. <https://bit.ly/31fd8e0>

Posted mPINC report including strengths and weaknesses in protection and promotion of support of breastfeeding in the hospital setting. <https://bit.ly/2ZKQDwW>

#### AAP: American Academy of Pediatrics

Issued a report, "Promoting Human Milk and Breastfeeding for the Very Low Birth Weight Infant" outlining promotion of mothers' milk feeding within the NICU setting. <https://bit.ly/2ZKSbae>

### BREASTFEEDING AND COVID-19

#### Providing Breastfeeding Support During COVID-19: A Survey of Staff Experiences

Rachel Hoying, BS.../September 2021  
Evaluation and description of health

care providers of lactation support in a hospital setting during the COVID-19 pandemic. <https://bit.ly/3pQ1oZM>

#### Humoral and Cell-Mediated Immune Response in Colostrum from Women Diagnosed Positive for SARS-CoV-2

Vignesh Narayanaswamy.../August 2021  
Investigation into presence of immune response in colostrum in symptomatic SARS-CoV-2 positive women. <https://bit.ly/3jQpuzM>

#### Maternal and Child Symptoms Following COVID-19 Vaccination Among Breastfeeding Mothers

Skyler McLaurin-Jiang.../September 2021  
Investigation of COVID-19 vaccination side effects and impact on breastfeeding or interference with lactation following vaccination. <https://bit.ly/3CuaXRI>

## HUMAN MILK EDUCATION

### Symposium On-Demand Available



Our live Symposium was a great success, with over 1,400 registered attendees from all over the world. If you were not able to join the live event, no worries! Through June 2022, you can still get full access to all the great content. Click [here](#) for more information and to register for the on-demand event.

# Human Milk Insights

## Webinars

On Wednesday, November 17<sup>th</sup>, [Donna Warr, RN, IBCLC](#) will present her topic [After the Loss of an Infant: Suppression of Breast Milk Supply](#). Complimentary registration is now open! For more information or to register, visit [www.MedelaEducation.com](http://www.MedelaEducation.com).

We would like to introduce Medela's newest personal use pump – Swing Maxi™. Join us to hear about this compact, easy-to-use double electric breast pump designed to fit seamlessly into mom's lifestyle and express more milk in less time. We will be giving a Swing Maxi™ to five attendees! Content will be the same each day, so choose the date and time that works best for you! [Thursday, November 18](#), [Friday, November 19](#), or [Monday, November 22](#). Complimentary registration is now open! For more information or to register, visit [www.MedelaEducation.com](http://www.MedelaEducation.com).

On Wednesday, December 1<sup>st</sup>, [Rebecca Hoban, MD, MPH](#) will present her topic [Early Initiation as Standard of Care: Meeting Lactation Goals in Healthy and At-Risk Populations](#). Complimentary registration is now open! For more information or to register, visit [www.MedelaEducation.com](http://www.MedelaEducation.com).

On Wednesday, December 8<sup>th</sup> [Lori Wood, MSN, CNS, RNC-NIC, IBCLC](#) will be presenting. More information will be available soon. Complimentary registration will be open soon.

## Neonatal Perspectives Blog



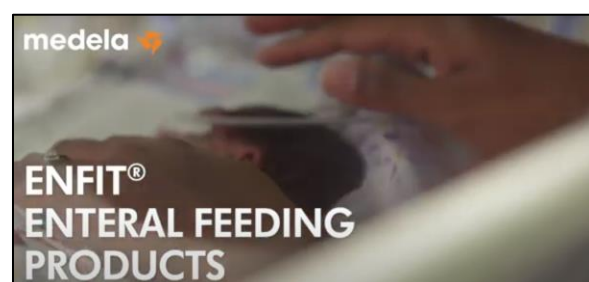
### [Protecting the Fat in Human Milk for the Most Vulnerable Infants](#)

This blog will discuss why the fat in human milk is such a critical component for vulnerable infants. It will also talk about the Medela Enteral Feeding Pump and its rotating feature.

## Professional Resources

### Product In-Services

We are happy to announce that we have updated several of our enteral feeding product in-services. To register for any of these in-services, please visit [www.MedelaEducation.com](http://www.MedelaEducation.com) or click or click on the images.





### **Recorded Webinars**

Perhaps you missed a previous webinar, or you want to listen to a webinar again. To see a list of on-demand webinars, click [here](#). Please note, these on-demand webinars do not offer the Nursing Contact Hour(s).

### **We Want to Hear From You!**

We would love to hear from you as we plan 2022 educational webinars! Is there a topic that you are interested in learning more about? Please email [education@medela.com](mailto:education@medela.com) with your suggestions.

## 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.*

### The PUMP for Nursing Mothers Act – H.R. 3110

Great news! On October 22, 2021, the US House of Representatives passed the ***Providing Urgent Maternal Protections for Nursing Mothers Act***, more commonly known ***as The PUMP for Nursing Mothers Act***. This act is proposed to amend the Fair Labor Standards Act of 1938 to expand access to breastfeeding accommodations in the workplace, and for a few other purposes.

Without these protections, nursing mothers face serious health consequences, including risk of painful illness and infection, diminished milk supply, or inability to continue breastfeeding.

#### What is the PUMP for Nursing Mothers Act?

The *Providing Urgent Maternal Protections for Nursing Mothers (PUMP) Act* is a bill sponsored in Congress earlier this year by Carolyn Maloney (NY), together with Representatives Herrera Beutler (WA), Lucille Roybal-Allard (CA), Alma Adams (NC), and Lauren Underwood (IL). This bill extends protections for a working mother who expresses breast milk for her own nursing child and covers salaried employees and other types of workers not covered under the existing law. In addition, for hourly employees, certain time spent expressing breast milk is to be paid (not unpaid) time.

This important breastfeeding bill will cover the nearly 9 million employees who were excluded from the Break Time for Nursing Mothers law.

The PUMP Act represents the first time that a standalone breastfeeding bill received a recorded vote in either chamber of Congress. The White House issued a statement of administrative policy which states in part, “. . . the PUMP for Nursing Mothers Act will ensure millions of nursing mothers have a clear right to pump at work. Without these protections, nursing mothers face serious health consequences, including risk of painful illness and infection, diminished milk supply, or inability to continue breastfeeding.”

Support for the PUMP for Nursing Mothers Act is widespread. The bill received strong endorsements from the U.S. Chamber of Commerce, National Retail Federation, National Education Association, American Academy of Pediatrics, and more than 160 additional organizations. The Senate bill was advanced by the Health, Education, Labor, and Pensions Committee with unanimous bipartisan support in June 2021.



## How Is This Bill Different from the Break Time for Nursing Mothers Law that was passed in 2010?

The current Federal Break Time for Nursing Mothers Law requires employers to provide “reasonable break time for an employee to express breast milk for one year after the child’s birth, each time such employee has need to express the milk.” Employers are also required to provide a place, other than a bathroom, that is “shielded from view and free from intrusion from coworkers and the public” which may be used by an employee to express breast milk. However, as enacted, only nursing mothers who are non-exempt employees were covered.

*The Providing Urgent Maternal Protections Act* would strengthen the 2010 *Break Time for Nursing Mothers* law by expanding workplace protections for all lactating workers, clarifying employers' obligations under the law, and ensuring breastfeeding mothers have access to appropriate remedies if their workplace does not comply with the law.

The *PUMP for Nursing Mothers Act* strengthens the 2010 Break Time law by:

- Closing the coverage gap. This bill would protect employees excluded from the 2010 Break Time law by extending the law’s protections to cover categories of employees currently exempted from protections, such as agricultural workers, teachers, software engineers, nurses and those in the airline industry.
- Providing employers clarity when such break time is considered compensable - when pumping time must be paid or can be unpaid.
- Ensuring that breastfeeding workers can recover appropriate forms of relief in court for violations, including reinstatement or back pay.
- Ensuring that more women can express milk at work by including those who adopt, act as surrogates, or suffer a stillbirth.
- Supporting the health of nursing mothers and infants by allowing mothers to express breast milk at work for up to 2 years.

The U.S. House of Representative has passed H.R. 3110, an important bicameral, bipartisan piece of legislation designed to protect and support breastfeeding. It is now headed to the U.S. Senate where it is hoped that it will pass soon.

References:

<https://edlabor.house.gov/imo/media/doc/2021-05-11%20PUMP%20Act%20Fact%20Sheet.pdf>

GovTrack.us. (2021). H.R. 3110 – 117<sup>th</sup> Congress: PUMP for Nursing Mothers Act. Retrieved from <https://www.govtrack.us/congress/bills/117/hr3110>

[http://www.usbreastfeeding.org/page/providing-urgent-maternal-protections-\(pump\)-for-nursing-mothers-act](http://www.usbreastfeeding.org/page/providing-urgent-maternal-protections-(pump)-for-nursing-mothers-act).

## TOOLS YOU CAN USE

### Federal and State Laws and Breastfeeding

Health professionals and public health officials promote breastfeeding to improve outcomes in maternal and child health. Many mothers choose to breastfeed their babies for the same reason. Two national goals of the Healthy People 2030 Initiative are to increase the proportion of infants who are breastfed exclusively through six months and infants who are breastfed for at least one year by 2030.

The National Conference of State Legislatures represents the legislatures in the states, territories, and commonwealths of the US. They have a very informative website that lists the breastfeeding laws across the nation and the protections provided in individual states.

President Obama signed the Affordable Care Act (ACA) on March 30, 2010. Among many provisions, Section 4207 of the law amends the Fair Labor Standards Act (FLSA) of 1938 to require an employer to provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express milk. This is often referred to as the Break Time for Nursing Mothers Act. On October 22, 2021, the US House of Representatives passed the Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act (*see Clinical Pearls*) which adds further protections to the law.

In July 2019, Congress passed the Fairness for Breastfeeding Mothers Act of 2019. The law requires certain public buildings to provide a shielded, hygienic space (other than a bathroom) that contains a chair, working surface and an electrical outlet for use by members of the public to express milk.

In addition, the ACA requires new private health insurance plans, including those available in the new health insurance marketplaces, to provide coverage for specified women's preventive health services with no cost sharing (e.g., copayment, coinsurance, or deductible). Breastfeeding support, supplies and lactation counseling are included in the list of specified preventive services.

Here are some fun facts. Did you know that . . . ?

- All 50 states, as well as DC, the US Virgin Islands and Puerto Rico have laws that allow women to breastfeed in any public or private location
- 31 states exempt breastfeeding from public indecency laws
- 30 states have laws regarding breastfeeding in the workplace
- 22 states exempt or postpone breastfeeding women from jury duty
- In 2020, GA passed a law that requires the Department of Human Services to provide Medicaid coverage for lactation care and services to pregnant and lactating women and children who are breastfeeding or receiving their mother's milk.

- In 2015, Illinois created the Lactation Accommodation in Airports Act, which requires that airport managers provide a room or other space at each airport terminal behind the airport security screening area for members of the public to express breast milk in private.
- New Jersey (2019) requires Medicaid coverage for pasteurized donated human breast milk, under certain circumstances.
- A Corrections Law in New York (2009) allows a mother of a nursing child to be accompanied by her child if she is committed to a correctional facility at the time she is breastfeeding. The child may remain with the mother until one year of age if the woman is physically capable of caring for the child.
- Washington (2018) requires incarcerated women have access to midwifery or doula services, including breastfeeding assistance.
- A law in Oregon (2007, 2019) allows women to have unpaid 30-minute breaks during each four-hour shift to breastfeed or pump.
- A number of states provide that the state sales and use tax shall not apply to the consumer purchase of breastfeeding items, including breast pumps and accessories, replacement parts, storage bags and accessories, and nursing bras.

Try looking up your state's breastfeeding laws to see how much protection nursing mothers are provided in your state. If they are lacking, it's time to make state legislators aware of issues interfering with the protection and support of breastfeeding, while helping them work towards improving maternal and child health outcomes.

Resource:

<https://www.ncsl.org/research/health/breastfeeding-state-laws.aspx#Fed>



## 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 wishing you and your family a very Happy Thanksgiving.*

This year as you gather with family and friends to celebrate Thanksgiving, we want to



wish you a Happy Thanksgiving. We are thankful for the many nurses, lactation consultants, pediatricians, neonatologists, peer counselors, and other professionals that have made a positive impact in the lives of mothers and babies around the world.

Perhaps you're a NICU nurse who helped a mom get her baby to her chest for kangaroo care for the first time, and this

mom is thankful to feel her tiny baby on her skin and loves the connection it provides. Maybe you helped show a mom how to use a pump so she could initiate her milk supply since her premature baby can't get to the breast just yet. That mom is thankful to you for showing her how to build her milk supply for future feedings at her breast once her baby is ready -while being able to provide all the nutrients in her milk to him or her while they continue to grow in the NICU. Maybe you encouraged a mom who just had a premature baby? Being a former NICU mom yourself, you let her know you can relate and encouraged her that it will get better and her baby will be okay. Maybe you are a lactation consultant who cheered mom on and celebrated each hurdle that she overcame during her breastfeeding journey. You gave her the right encouragement and tools to keep her going, and now her and her baby are celebrating one year of breastfeeding. Whatever your role is in the lives of moms and babies, we thank you! You make a difference every day and these parents are grateful for your expertise, care, and support.

To have some fun, enjoy our fun facts about Thanksgiving below!

- If scared, a turkey can run up to 20 mph
- In addition to wild turkey, early Thanksgiving meals included lobster, seal, swans, mussels and venison.
- Turducken is a turkey stuffed with a duck that is stuffed with a chicken
- 40 million green bean casseroles are served each year on Thanksgiving
- The Macy's Thanksgiving Day parade began in 1924 with only 400 employees