
Worksite Wellness

Nutrition Standards and Breastfeeding Accommodation

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Overview

- Worksite Wellness
 - State-level
 - Healthy Communities
- Nutrition Standards
- Breastfeeding Accommodation
- Discussion



Worksite Wellness: State-level Efforts

- **Surveillance and Evaluation**
 - BRFSS of State and School Employees (BSSE)
 - Employer Survey
- **Wellness Infrastructure**
 - Healthy PHD Wellness Committee
 - StayWell Coordinators
- **Policy**
 - Tobacco-free State Properties Executive Order
 - Public Health Division Healthy Meetings and Events Policy
- **Program Funding**
 - *State Public Health Actions to Prevent and Control Diabetes, Heart Disease, Obesity and Associated Risk Factors and Promote School Health (1305)*



Worksite Wellness – Healthy Communities

Worksite Wellness Committees

- Tobacco prevention and cessation, healthy eating, physical activity, cancer screenings, weight management and self-management
- **Policy-driven**
 - Comprehensive nutrition standards
 - Support compliance with state and federal lactation accommodation laws

Increased coverage or knowledge of benefits

- Increased coverage for evidence-based benefits
- Systemic promotion



See Food – Eat Food

- At the movie theater, those given stale popcorn in boxes 2x the normal size complained about the taste, but still ate 34% more than those given normal size boxes.



- Office workers ate 3X more chocolate kisses when candy was in transparent jars than when in opaque jars

- Bottomless tomato soup study – students ate 73% more soup when their bowls were unknowingly refilled.



Eating is an Automatic Behavior

- Occurs without awareness, initiated without intention, continues efficiently without effort
- Requires conscious effort to control
- Environmental cues influence the frequency and quantity of what people eat, and people do not recognize that influence



The Food Environment

Nutrition Standards – where to apply?

- Priority Settings
 - **Public worksites**
 - Federal, state, municipal, regional, etc.
 - Hospitals
 - Schools (K-12, community colleges, universities)
 - Early Care and Education Centers
- Other Settings
 - Community Organizations
 - Faith-based organizations
 - Private worksites
 - Senior centers
 - Parks and recreation

The Food Environment

Nutrition Standards – how to apply?

- **Big “P” POLICY**
 - Adopted by an elected or appointed body
 - Applies to jurisdictions of elected or appointed body
 - Examples
 - Massachusetts Executive Order 509
 - New York City Executive Order 122
- **Little ‘p’ policy**
 - Adopted by an administrative body
 - Applies to its own organization
 - Examples
 - Public Health Division – Healthy Meetings and Events Policy
 - University of Michigan Hospital & Health System – No Sugary Drinks Policy

The Food Environment

Nutrition Standards – what to apply to?

- Food available for purchase
 - Cafeterias
 - Vending machines
 - Coffee carts/concession stands
- Food purchased with public dollars
 - Meetings and events
 - Institutionalized populations (e.g. prisons)
- Distributive meals
- Food for sharing
 - Candy jars/break rooms
 - Potlucks



Jim Gaffigan @JimGaffigan
Me: Anyone want a donut?

Bobby: I'm not hungry.

Me: What does that have to do with it?

Nutrition Standards: Resources

- Center for Science in the Public Interest – www.cspinet.org
- GSA/HHS - *Health and Sustainability Guidelines*
- Oregon Public Health Institute/Wellness@Work – www.orphi.org
- CDC – *Improving the Food Environment through Nutrition Standards*
- ChangeLab Solutions – Model Policies
- Center for Excellence for Training and Research Translation
- Public Health Law Center – *Vending and the Randolph Sheppard Act*

Improving Health and Preventing Obesity

Strategy:

- Increase access to breastfeeding support through workplace compliance with lactation accommodation law



What is the evidence:

- *Surgeon General's Call to Action to Support Breastfeeding*: Ensure that employers establish and maintain comprehensive, high-quality lactation support programs for their employees.
- *The CDC Guide to Strategies to Support Breastfeeding Mothers and Babies*: BF rates are higher with:
 - Longer maternity leave
 - Part-time work
 - BF support programs in the workplace

Federal and Oregon Law for Lactation Accommodation

OREGON:

- Jan. 1, 2008, Rest Periods for Expression of Breast Milk
- \$1000 fine per incident for non-compliance
- Child up to 18 months
- Location must be in close proximity to the employee's work area, can't be toilet stall or restroom
- Employers must count pumping time for the purpose of determining eligibility for health insurance

FEDERAL:

- March 23, 2010, Patient Protection and Affordable Care Act, section 7 of FLSA
- Applies to all employers unless it would cause undue hardship
- Requires reasonable break time for an employee to express milk, each time
- Location must be shielded from view and free from intrusion. The location provided must be functional as a space for expressing breast milk

Implementation

- At minimum provide:
 - Time
 - Space
- Policy
 - Break time for expression
 - Issues around space
 - Employee and employer responsibilities

Helpful Tools

- *Wellness@Work*
- *Business Case for Breastfeeding*
- *Investing in Workplace Breastfeeding Programs and Policies*



Accomplishing our Work

Partners

- WIC program
- Human resource & benefit managers
- Breastfeeding coalition
 - 19 geographic / cultural breastfeeding coalitions in Oregon



Technical Assistance/Policy Implementation

- State MCH & WIC programs
- Breastfeeding Coalition of Oregon
- Bureau of Labor & Industries--enforcement

Adoption: Next Steps



- Policy:
 - educate all employees and include in new employee orientation
 - allow babies at work up to certain age
- Promote supportive workplace atmosphere with human resource managers, employee health coordinators & insurers
- Give mothers options for returning to work (telework; part-time; extended maternity leave)
- Offer lactation support program
 - Prenatal BF classes
 - Telephone support during maternity leave
 - Return-to-work consultation with lactation specialist



Questions? Comments?

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