Breastfeeding for one year equals a lifetime of benefits for both the mom and baby. If a mother chooses to breastfeed, she needs to pump breastmilk during the workday in order to maintain her milk supply. Many mothers are afraid to speak to their employers about these needs. Many stop breastfeeding soon after returning to work.

Breastfeeding-friendly workplaces understand the importance of breastfeeding. They support their employees by providing privacy and flexibility to pump and store breastmilk. When the physical needs of breastfeeding employees are met, they can better focus on their job responsibilities.

The entire workforce benefits from breastfeeding-friendly workplaces. Workplaces that support breastfeeding mothers see higher employee morale and retention and lower absence rates and healthcare costs.
Employers MUST support their breastfeeding employees at work. Under the law, employers must give breastfeeding women:

• **Time to pump breastmilk at work**
• **A private clean space that is not a bathroom**

This right is provided to hourly employees in the U.S. Patient Protection and Affordable Care Act. The law in Louisiana extends this right to public school teachers.

Compliance is possible in nearly every work setting, and there are many resources to help. It’s an easy, worthwhile investment. Create a policy and talk to your employees.

See a sample policy at:
[http://womenshealth.tulane.edu/pages/detail/69/Louisiana-Workplace-Breastfeeding-Support-Program](http://womenshealth.tulane.edu/pages/detail/69/Louisiana-Workplace-Breastfeeding-Support-Program)
Good for Families. Breastfed babies are healthier babies. They are less likely to suffer from diarrhea, ear infections, type 2 diabetes, asthma, and childhood obesity. They are also at lower risk for respiratory infections, leukemia, and sudden infant death syndrome (SIDS). Plus, breastfeeding is good for moms. It lowers their risk for breast cancer, ovarian cancer, type 2 diabetes, and cardiovascular disease.

Good for your Workforce. Breastfeeding is not just a family issue – it can benefit your entire workforce. Workplaces that proactively support breastfeeding see reduced healthcare costs and lower turnover. Long-term employee retention saves your business on training costs and orientation time. Parents of breastfed babies are also less likely to miss work due to a sick child.

Good for your Business. All of the benefits discussed above lead to savings for employers. For every $1 your business spends on workplace breastfeeding support, you will see a $3 return on your bottom line. Plus, mothers who have workplace breastfeeding support are more likely to return to work with increased morale, higher job satisfaction, and better productivity.
What Does It Take To Be Breastfeeding-Friendly?

Your workplace can become a Louisiana Breastfeeding-Friendly Workplace if it has a written policy that provides:

• **Reasonable break time for working mothers to pump breastmilk**
• **Access to a private clean space that is not a bathroom**
• **Access to a sink for washing hands and rinsing pump equipment**

There are many ways to support your breastfeeding employees. You can view creative solutions at http://www.breastfeedingpartners.org/images/pdf/ForEmployersFINAL.pdf

For a list of Louisiana Breastfeeding-Friendly Workplaces or to fill out an application to become a Louisiana Breastfeeding-Friendly Workplace, visit: http://womenshealth.tulane.edu/pages/detail/74/Breastfeeding-Friendly-Workplaces


Information and design is provided in part by the Texas Department of State Health Services and the New York State Department of Health. Production of this document is funded by a grant from the W.K. Kellogg Foundation.