

Worksite Lactation Support

Important Information for Employers



www.breastfeedingwa.org

WithinReach

About the new law:

In 2010, the Fair Labor Standards Act was amended to include protection for breastfeeding employees. It states that employers shall provide breastfeeding employees with "reasonable break time" and a private, non-bathroom place free from intrusion to express breastmilk during the workday, up until the child's first birthday. Visit the Department of Labor website for more information:

www.dol.gov/whd/nursingmothers/.

Breastfeeding support is good for business!

A worksite lactation support policy has many benefits to your business. Research shows providing breastfeeding support to employees results in:

- Higher productivity.
- Increased employee satisfaction and company loyalty.
- Lower rates of turn-over.
- A positive return on investment.
- Less absenteeism. Parents of formula-fed babies miss three times as much work compared to parents of breastfed babies.
- A good reputation in your community as a family-friendly business.

Why comply with the law?

- Providing worksite breastfeeding support is good for your business, your employees and their families.
- All major medical authorities recommend babies get only human milk for the first 6 months of life and continue to breastfeed for the first year or longer.
- In Washington State, more than 90% of new mothers initiate breastfeeding yet only 12% are still exclusively breastfeeding at 6 months.
- More than half of all mothers go back to work within a few months after the birth of a baby and returning to work is one of the most common reasons for giving up breastfeeding.

Starting or enhancing your worksite lactation program is easy! Visit www.breastfeedingwa.org to access these resources:

- **The Breastfeeding Coalition of Washington (BCW)** website provides a resource and information clearinghouse for employers and employees. The BCW also offers a webinar for businesses and HR professionals on the federal law and worksite lactation support. Visit www.breastfeedingwa.org or contact us: e-mail- breastfeedingcoalition@withinreachwa.org, phone 206.281.8032.
- **The Business Case for Breastfeeding**- This free toolkit was developed by the US Department of Health and Human Services and contains easy steps for businesses to support breastfeeding employees as well as guidance for mothers returning to work.
- **National Business Group on Health**- *Investing in Workplace Breastfeeding Programs and Policies* is a free toolkit for businesses to implement worksite lactation support and includes case studies and methods for measuring success.



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