

**First, let all of your employees know that your business supports breastfeeding mothers and the reasons that you do. Provide mothers time to express milk at work. If mothers skip normal feeding times on a regular basis, their bodies will decrease milk production and they will not be able to continue exclusively breastfeeding.**

Once a woman has time to express her milk, she needs a satisfactory place to do so. A public restroom is not satisfactory due to sanitation concerns and a lack of privacy. There are several options for setting up a pumping room.

### 1. Minimal Facilities

- Room with locking door
- Electrical outlet
- Comfortable chair with Arms

### 2. Moderate Facilities

- Minimal Facilities
- Sink

### 3. Full Facilities

- Moderate Facilities
- Microwave
- Refrigerator
- Hospital-grade electric pump (may buy or rent)



**Offering employees a place to pump and time to pump helps everyone in your business, not just the small number of women who are breastfeeding at one particular time. It is a smart business move for your company with benefits that last a lifetime. For assistance in establishing a pump room for your employees, contact a Certified Lactation Consultant at your local hospital, of your local Community Health Office.**

- Websites that have information for employers: Healthy Mothers, Healthy Babies: Coalition of Washington State "employer information packet" [http://www.hmhbwa.org/forprof/materials/BCW\\_packet.htm](http://www.hmhbwa.org/forprof/materials/BCW_packet.htm).
- Oregon Department of Health Working and Breastfeeding website: <http://www.ohd.hr.state.or.us/bf/working.cfm>.
- Healthy South Dakota under parents and employers tabs: [www.healthysd.gov](http://www.healthysd.gov).

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# BREASTFEEDING FOR EMPLOYERS





**The American Academy of Pediatrics states that breastmilk is the preferred food for all infants until the age of 12 months, and perhaps even longer. Over half of mothers in the United States with children less than 12 months old work outside of the home. Therefore, it is important for employers to support mothers who wish to breastfeed after they return from maternity leave. Babies, mothers, and even employers benefit when mothers are able to continue breastfeeding.**

### **Benefits for Mothers**

- Decreased risk of breast, uterine, and ovarian cancers
- Saves money (formula costs over \$1000/year)
- Promotes weight loss after delivery
- Unique bonding experience
- Convenience (no bottles to wash when mother is home with baby)
- Improved glucose metabolism for diabetic mothers

### **Benefits for Babies**

- Fewer respiratory infections
- Less diarrhea
- Fewer ear infections
- Decreased risk of orthodontic problems later in life
- Decreased risk of juvenile Type 1 diabetes
- Increased IQ scores
- Decreased risk of Sudden Infant Death Syndrome

### **Benefits for Employers**

- Decreased parental time off work to care for sick children (breastfed babies are healthier due to maternal antibodies they receive in breastmilk)
- Fewer insurance claims (breastfed babies require fewer clinic visits for illnesses and fewer hospitalizations)
- Decreased employee turnover as women are more likely to return after maternity leave when their employer supports their breastfeeding
- Business is viewed by the community as family-friendly



In July 1999, Governor Janklow directed all state agencies and institutions to support breastfeeding employees by allowing time during their work schedule to express breastmilk and to identify locations for pumping. Governor Janklow went on to say, "It is my hope that the success of this initiative in state government will prove a model to other employers as well."

As you can see, the benefits of supporting breastfeeding mothers in your business are great. So, what can you do to allow mothers to successfully breastfeed in your business? Allow them time to express breastmilk at work, a private place to do so, and provide moral support.

During a typical eight-hour day, most women will need to express milk three times. A fifteen minute break in the morning and the afternoon, along with a standard 30 minute lunch break should allow time to do so. Onsite childcare may allow a woman to nurse her infant during the lunch break.