Invest in Breastfeeding

Breastfeeding is not only beneficial for babies;

Employers who support breastfeeding experience ...

High Employee Productivity
Missing just one pumping session can lead to milk leakage and breast pain. The uncomfortable situation often results in employees unable to perform their best work. ¹

Lower Employee Health Care Costs
Better infant health results in fewer health insurance claims. $13 billion of direct health care costs would be saved if 90% of new mothers nationwide breastfeed for the first 6 months. ³

High Employee Retention
Companies with lactation programs retain 80-90% of their employees after childbirth. The national company average employee retention rate after childbirth is 59%. ²

Less Employee Absenteeism
Parents of formula-fed infants experience more than twice as many one-day absences from work to care for a sick infant than parents of breastfed infants. ⁴

References
¹ United States Breastfeeding Committee, 2011
² The Business Case for Breastfeeding, 2011
³ Surgeon General’s Call to Action to Support Breastfeeding, 2011
⁴ US Department of Health and Human Services, 2008
How to Invest in Breastfeeding Employees
Testimony from Arizona Breastfeeding Employees

Invest in…

“My supervisor converted a conference room into a lactation room. She put up curtains, made a sign for me to display on the door to alert other employers when the room was in use, and carved out a private space in the fridge I could use to store my breast milk. It was so much easier to focus on work because I knew my lactation needs were met.” - Sarah, 35

“My company has a very nice lactation room. Everything I needed is there - a sink, comfortable chair, and a refrigerator. Being able to wash my pumping equipment in the lactation room instead of in a public kitchen was incredibly helpful.” - Annie, 32

Invest in…

“I came back early from maternity leave because my boss told me I could take as many breaks to pump as I needed. Without that reassurance, I would not have come back as soon. Because I wasn’t worried about when I would pump next, I could be fully present for my boss and coworkers.” - Julia, 29

“My supervisor allows me to take pumping breaks as needed. Having the ability to come and go, without having to alert someone where I am going, is huge. I put a sign on my cubicle that I will be back in 20 minutes and I leave to pump. I can’t imagine how uncomfortable it would be to alert my male supervisor every time I need a pumping break.” - Beth, 34

Invest in…

“I worked for a larger organization and with an informal online community for nursing moms. The online forum was wonderful. Nursing women could offer each other support and advice. Talking with employees in similar situations made the transition back to work less stressful.” - Kim, 32

“I was the only pumping employee. When I came back to work after maternity leave, my supervisor converted an old office into a lactation room. Before I returned to work, my supervisor explained to my co-workers what the space would be used for and the legal reason behind providing the space. When I came back to work, my co-workers were respectful of my right to pump at work.” - Kara, 40

For more information contact: Emily Waldron at ewaldron@email.arizona.edu