"Employees are 3M's most valuable resource. Providing new mothers the opportunity and resources to be able to continue breastfeeding after they return to work helps meet our employees' needs to balance work and family while enhancing their morale and productivity on the job."

— David Wilson,
Human Resources
Director, 3M

Additional benefits of becoming a Mother-Friendly Worksite:

- All Mother-Friendly Worksites are listed at the Texas Department of Health Web site.

Positive Image in the Community:

- As a Mother-Friendly Worksite your company will be viewed as concerned for the welfare of your employees and their families.

Customer Incentive:

- The "Mother-Friendly Worksite" seal tells breastfeeding moms they are valued as your customers. Breastfeeding moms are more likely to purchase your products if they know you support breastfeeding.

For more information about the Mother-Friendly Worksite program, please call (512) 458-7796 or visit the program's Web site at http://www.dshs.state.tx.us/wichd/lactate/mother.shtm.

TEXAS Department of State Health Services

Mother-Friendly Worksite

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Become a Mother-Friendly Worksite

- Decrease turnover
- Lower absenteeism
- Increase morale and productivity
- Reduce company costs while expanding employee benefits

Employer Support for Breastfeeding Moms

"My commitment to Motorola has increased because they helped me continue to provide the best for my child."

— Kris Hughes Gauthier, Human Resources, Motorola

"We believe this program offers a win-win situation. Breastfeeding results in healthier babies, which leads to less absenteeism for parents and reduced medical costs and more productive employees."

— Betty K. Purkey, Texas Instruments

Did you know that over 70 percent of moms now choose to breastfeed their infants? The American Academy of Pediatrics recommends breastfeeding for at least one year. Moms who return to work need your support to continue breastfeeding. Your support will benefit your employee, her infant, and your business.

Studies of worksite lactation programs have shown:

- A cost savings of $3 per dollar invested in breastfeeding support.
- Lower health-care costs, at an average of $400 per breastfed baby.
- Less use of sick leave — three fewer days per breastfed baby.

Breastfeeding Benefits for Employers

Decreased Health-Care Costs

- *Breastfed infants are healthier. They are:*
  - 60 percent less likely to develop ear infections and 80 percent less likely to develop lower-respiratory infections.
  - Three to four times less likely to suffer from diarrhea.
  - Four times less likely to come down with meningitis.
  - Less likely to develop food and airborne allergies.
  - Less likely to develop insulin-dependent diabetes.
- *Moms who breastfeed have a decreased risk of breast and ovarian cancer*

Lower Absenteeism

- Parents of healthier infants use fewer sick days. That means decreased absenteeism and increased productivity for employers.

Reduced Turnover

- Supporting your breastfeeding employee allows her to return to work and still provide the best nutrition for her new infant, reducing turnover and decreasing retraining costs.

Increased Morale and Productivity

- Women workers are loyal to companies that help them be good mothers and therefore are more satisfied with their jobs.

How can you support your breastfeeding employees?

(1) Communicate with your employee about her return to work.

Let her know you support her decision to breastfeed and discuss any concerns you have about her pumping at work or nursing on site.

(2) Allow your employee to have a flexible schedule to accommodate pumping or nursing on site.

A flexible schedule does not have to include extra breaks. If needed, ask your employee to come in a little early or leave a little late to make up the time.

(3) Give your employee access to a place to store her milk.

A refrigerator is preferable, but a personal cooler with ice packs will also work.

(4) Provide your employee a private room or area that locks — not a restroom (for hygenic/safety reasons).

The room should have a small electrical outlet, a small table, and a chair. Either the company or the employee can supply the breast pump.

(5) Give your employee access to a nearby sink with clean hot and cold water.

If you are able to provide your employee with all of the above, please contact the Department of State Health Services to become a Mother-Friendly Worksite. The designation can be used as a recruitment tool.

What is a Mother-Friendly Worksite?

Texas law assigned the Department of State Health Services the duty to designate Texas businesses as "Mother-Friendly" if they voluntarily have a written policy to support employed mothers by providing:

- flexible work schedules to provide time for the expression of milk,
- an accessible location allowing privacy,
- access to a nearby clean and safe water source and a sink for washing hands and rinsing out any breast-pump equipment, and
- access to hygienic storage alternatives (such as a refrigerator or cooler) for the mother to store her breastmilk.

There are over 100 Mother-Friendly Worksites in Texas. They include a diverse range of businesses such as retail stores, schools, hospitals, law offices, and corporations.

"Our mother-friendly policy and room send a message to our nursing, working mothers that we value their choice to breastfeed after returning to work and that we support their efforts by providing a flexible work schedule and private place to pump during the work day."

— Rani Garcia, Counsel, Akin Gump Strauss Hauer & Feld LLP