

# Tip Sheet to Being a Breastfeeding Friendly Worksite



[Texas Mother-Friendly Video](#) (1.5 minutes)

## Common Questions from Worksites:

### 1. What are the benefits for my organization?

- Reduced staff turnover and retention of skilled workers after the birth of a child.
- Reduced sick time/personal leave to care for a sick child.
- A healthier workforce with fewer illnesses and less expensive health insurance claims.
  - Potential decreased health care costs of about \$400 per breastfed baby in the first year.
- Enhanced job productivity, employee satisfaction, loyalty and morale.
  - Better health and more days at work can increase output.
  - A supportive work environment can boost employee satisfaction.
  - Improved ability to retain valuable employees.
- Creates an enticing recruitment incentive.
  - Employers who support their breastfeeding employees have a more positive, family-friendly image in their community and a reputation as a company concerned for the welfare of its employees and families.
- Total cost savings benefit: \$3 for every \$1 invested.

### 2. How much will it cost?

Creating a breastfeeding friendly worksite is a low-cost investment with high returns. Costs for accommodations can range from:

< \$150 - basic, < \$350 – \$850 - moderate; ~ \$500 – \$1,000 maximum

- [The Business Case for Breastfeeding - Easy Steps to Supporting Breastfeeding Employees](#) (Page 11, Figure 4)

### 3. What is needed for a lactation room?

Dedicate a room (or access to a room) about the size of a small office that provides a cozy, convenient and accessible place for mothers to go and pump breastmilk.

At a minimum, the room should:

- Be a comfortable location that allows privacy for pumping (not a toilet stall).
- Include a table, chair and an electrical outlet
- Be near a clean water source and sink (to wash hands and rinse breast pump equipment).

Additional options for the room:

- Refrigerator access for safe storage of milk.
- Electric breast pump (rented or purchased).
- Double-pumping kits.
- Room décor - bulletin board, CD or tape player (relaxing music helps with “let down”).
- Footstool.
- [PDF: Setting up “A Lactation Room.”](#)
- Stand or table for books/paper for “hands-free” reading (both hands are usually needed for pumping).
- Breastfeeding books/articles.
- Masking tape and pen to label breastmilk with name and date.
- Curtain or partition for privacy (especially if more than one employee uses the room at the same time).