

Working and Breastfeeding

Supporting Breastfeeding Makes Good Business Sense!



Women with infants & toddlers are the fastest growing segment of the US workforce

- About 61% of employed mothers have children younger than 3. ¹
- 1/4 of mothers return to work less than 2 weeks after giving birth. ²
- More than 50% of moms are back in the office within 4 months of giving birth. ³
- In Oklahoma, nearly 1 in 5 women who choose not to breastfeed cite returning to work/school as the reason. ⁴

EMPLOYERS BENEFIT WHEN THEY SUPPORT BREASTFEEDING...

- Less staff turnover after the birth of a child
- Lower absenteeism
- Higher productivity
- Higher employee morale, satisfaction & loyalty
- Healthier workforce with fewer & lower health care costs
- A total cost savings benefit of \$3 for every \$1 invested ⁵
- An enticing recruitment incentive
- A reputation as a company that is concerned with the welfare of its employees & their families

It's the Law!

2010 Affordable Care Act (ACA) – Breastfeeding Break Times Requirement for hourly employees <https://www.dol.gov/whd/nursingmothers/>

- Reasonable Breaks with enough time for expressing milk or nursing up to child's 1st Birthday
- A private place, not a restroom, shielded from view & intrusion

1. <http://www.pewsocialtrends.org/2015/12/17/1-the-american-family-today/> 12-17-15 accessed 2-2-18 (USDOL Statistics 1975-2015)

2. https://www.huffingtonpost.com/entry/nearly-1-in-4-new-mothers-return-to-work-less-than-2-weeks-after-giving-birth_us_55d308aae4b0ab468d9e3e37 8-18-15 accessed 2-1-18 (USDOL 2012)

3. https://www.washingtonpost.com/news/wonk/wp/2015/04/01/stingy-policies-mean-american-women-are-taking-less-maternity-leave-than-ever/?utm_term=.e8a0fcc135fa 1-1-15 accessed 2-2-18 (2011 Census Brief)

4. 2012-2015 Oklahoma Pregnancy Risk Assessment Monitoring System (PRAMS) data

5. <http://www.womenshealth.gov/breastfeeding/employer-solutions/index.html> accessed 2-2-18

4 Ps of Setting up a Pumping Room:

- Privacy
- Place to sit
- Power
- Policy



No dedicated space for pumping?

Other options:

- Spare/borrowed office
- Cubicle with a shower curtain rod & curtain
- Supply room
- Dressing room
- Manager's office
- Privacy screen to partition off a corner of a larger room

Why Breastfeeding Makes a Difference:

- **Best for Business** - \$3.00 return for every \$1.00 spent on support
- **Best for Moms** – less risk of postpartum depression, type 2 diabetes, heart disease, breast & ovarian cancer
- **Best for Babies** – less ear, stomach and respiratory infections, less risk of Sudden Infant Death Syndrome (SIDS)
- **Best for the Environment** – uses less energy & creates less waste

For more information, contact the Oklahoma State Department of Health (OSDH) Maternal & Child Health Service at 405-271-4480 or view the Oklahoma breastfeeding website, <http://bis.health.ok.gov> or the Coalition of Oklahoma Breastfeeding Advocates (COBA) website, www.okbreastfeeding.org.