

## **Breastfeeding in the Workplace**

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The US Department of Human Services (HSRA) has developed a program to encourage employers to support their breastfeeding employees. Why? It's very simple-employers who actively support their breastfeeding employees experience a significant payoff with satisfied, loyal employees, cost savings to their business, and positive public relations.

Companies of all types who provide a supportive environment for lactation have found that valued employees are more likely to return to work after childbirth. The lower turnover rates result in lowering or eliminating costs to recruit, hire, and train replacement staff.

Mothers and fathers of breastfed babies find that they rarely take time off to care for a sick child which leads to greater productivity and health care savings for the employer. Healthy babies reduce the amount of money spent by the insurance company for medical claims which reaps significant savings in annual health care expenses.

A supportive environment for breastfeeding employees improves a company's overall image, the ability to recruit high quality staff, and promotes general goodwill in the community.

A New York State law passed in 2007 states that an employer must make a reasonable effort to allow a mother time and space at work to express breastmilk for her child for up to three years following the child's birth.

Programs are available to help mothers, fathers, and employers to learn about breastfeeding before the birth, to help if difficulties arise, and to aid in the transition back to the workplace.

It is important to remember that breastfeeding is normal...and an economic benefit to the workplace.

CCE offers breastfeeding information and support. For more information please call 315-331-8415.