

## How Corporate Voices' Employer Guide Can Help



One of the most common reasons mothers cite for not breastfeeding is that they must return to work. Hourly workers face especially challenging barriers to breastfeeding, including a lack of sanitary facilities to pump milk at work, inflexible schedules and unsupportive managers.

Corporate Voices for Working Families has published an online workplace lactation toolkit to help

employers set up successful lactation programs and practices to remove these barriers and to help employers comply with federal law.

Corporate Voices' online toolkit provides employers free, practical and high-quality tools and resources so that all industries can find solutions to support working mothers who choose to breastfeed.

Access the complete online toolkit at: [www.corporatevoices.org/lactation](http://www.corporatevoices.org/lactation).

Corporate Voices' workplace lactation toolkit was made possible with the generous support of Abbott Nutrition.

For more information about Corporate Voices for Working Families, please visit [www.corporatevoices.org](http://www.corporatevoices.org).

### Corporate Voices for Working Families

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# Healthy Babies Make Happy Moms and Excellent Employees!



## Now Under Federal Law, Moms Can Pump Milk at Work

Access a free, high-quality online employer toolkit to set up a workplace lactation program to support nursing mothers in hourly positions:

[www.corporatevoices.org/lactation](http://www.corporatevoices.org/lactation)





## Health Care Reform and Working, Nursing Mothers

With the passage of the Patient Protection and Affordable Care Act in 2010, all employers in the United States are now required by federal law to provide nonexempt employees:

- Reasonable break time to express breast milk for infants for up to one year after birth.
- A private, sanitary place, other than a bathroom, where employees can express milk.



*At PNC, providing breastfeeding support has a positive business impact through an increase in prospective qualified applicants, employee productivity, retention and reduced absenteeism. It also is simply the right thing to do. From corporate policies to administration by managers, PNC's culture advocates for and accommodates a working mother's need for a lactation room.*

**Andria Jones, Human Resources Consultant, Workplace Solutions, PNC Financial Services Group, Inc.**



## Healthy Families Are Good for Business

Supporting nursing mothers in the workplace has always made good business sense.

It is an effective strategy to recruit, retain and engage mothers with infants—one of the largest and fastest growing segments in the U.S. workforce, especially in the retail, service and other lower-wage industries. And because studies show that breastfeeding helps protect infants from acute illnesses and infections and helps protect women from certain types of cancer, supporting nursing mothers helps lower health care costs.

Businesses that support nursing mothers at work:

- Enjoy a return of **\$3 for every \$1** invested in breastfeeding support.<sup>1</sup>
- Increase employee recruitment, retention, productivity and engagement.
- Reduce employee absenteeism and health care costs.
- Enjoy a family-friendly image in the community.

*Creating a breastfeeding program or lactation space doesn't have to be elaborate. Having mothers know they can return to work and breastfeed is powerful. Our program has improved productivity, morale and retention—our moms are very happy and we have low turnover for a call center environment.*

**Peggy MacMannis, Vice President of Human Resources, LifeCare, Inc.**



1. U.S. Breastfeeding Committee: Workplace Breastfeeding Support. Available at: <http://www.usbreastfeeding.org/Portals/0/Publications/Workplace-2002-USBC.pdf>