

MOTHER-FRIENDLY WORKSITES

Family friendly. Worker friendly. Business friendly.

GOOD FOR BUSINESSES

Lower turnover, absenteeism, and healthcare and prescription costs.

Improve employee productivity, morale and job satisfaction.

Ease transition back to work and enable a return from maternity leave sooner.

Create a positive public image.

IT'S THE LAW

The Fair Labor Standards Act requires employers to provide reasonable break time and a place for expressing breastmilk.

GOOD FOR FAMILIES

Breastmilk boosts an infant's immune system and helps protect them from health issues, like ear and respiratory infections, SIDS, leukemia, diabetes, asthma, and obesity.

Women who breastfeed are less likely to get breast and ovarian cancer, type 2 diabetes, and heart disease.

Maintaining health and a work-life balance result in less stress and a more stable household.

Families have more money because of lower medical costs and less time off of work.



THE BUSINESS CASE

Businesses with lactation support programs cite up to a \$3:1 return on investment when comparing retention, absenteeism, productivity, and healthcare expenses.

BECOME A "MOTHER-FRIENDLY WORKSITE"

The Department of State Health Services (DSHS) offers a designation program that publicly recognizes mother-friendly worksites. Minimum requirements include a written policy that:

- offers a flexible work schedule to express breastmilk;
- provides access to a private space, other than a bathroom, to express breastmilk;
- provides access to a nearby clean and safe water source and sink for cleaning breast pump equipment; and
- provides hygienic storage alternatives to store breastmilk.

WE'RE HERE TO HELP

The Austin/Travis County Health & Human Services Department can help your transition to a mother-friendly worksite through technical assistance and/or a mini-grant up to \$2,500. Contact Austin at austin.steeves@austintexas.gov or call (512) 972-6472.

Learn more about the DSHS designation program, or apply online at www.TexasMotherFriendly.org.



Made possible by funding from the Department of Health and Human Services and Austin/Travis County Health and Human Services Department

www.HealthyPlacesHealthyPeople.org