

Be proud to have a breastfeeding-friendly workplace!



IT'S THE LAW

New Mexico law states that an employer shall provide nursing employees with:

NMSA 1978, Section 28-20-2 (Amended 2007)



Space for using a breast pump that is clean and private, near the employee's workspace and not a bathroom.



Flexible break times.

Supportive breastfeeding policies are good for business.



3 TO 1 RETURN ON INVESTMENT

Companies have found that implementing a lactation support program can have a positive impact on their bottom line.



LESS ABSENTEEISM

Absences due to infant illness occur twice as often among parents whose infants are not breastfed.



HIGHER PRODUCTIVITY AND LOYALTY

Employees whose companies provide some sort of breastfeeding support consistently report a higher morale and more job satisfaction.



LOWER HEALTH COSTS

Up to three times fewer costs related to infant healthcare for breastfeeding employees.



POSITIVE PERCEPTION

Being supportive of your breastfeeding employees improves your company image and enhances your ability to recruit top-notch staff.



LOWER TURNOVER RATES

86% to 92% of breastfeeding employees return to work after childbirth when a lactation support program is provided compared to the national average of 59% – greatly reducing costs associated with turnover and training.



New Mexico law says it is “...legal for a mother to breastfeed her child in any location, public or private, where the mother is otherwise authorized to be present.”

NMSA 1978, Section 28-20-1 (1999)

RESOURCES

We can help you.

New Mexico Breastfeeding Task Force can help your business establish a successful lactation program.

- Sample policies
- Printable handouts
- Links to the law
- Technical assistance

CALL

(505) 395-MILK
6 4 5 5

EMAIL

contact
@breastfeedingnm.org

VISIT

breastfeedingnm.org

Business solutions: supporting breastfeeding families at work

Follow these easy steps to establish your lactation program:



DEVELOP A LACTATION POLICY AND COMMUNICATE IT

to all managers, supervisors, employees and new hires. Discuss the company's lactation policy for supporting breastfeeding employees prior to the employee's maternity leave.



DESIGNATE A PRIVATE SPACE

with an electrical outlet where employees can use a pump to express milk during the work period.



REVIEW THE EMPLOYEE'S WORK/BREAK SCHEDULE

to arrange for flexible breaks to pump milk.



ARRANGE FOR COVERAGE

(such as using "floaters") while employee is away from the work station, classroom or customers.



For more resources or solutions visit
www.womenshealth.gov/breastfeeding/employersolutions/index.html