

ILLINOIS BUSINESSES KNOW...

BREASTFEEDING IS SMART BUSINESS!



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Why is support for breastfeeding employees important to Illinois businesses?

BESIDES HAVING A POSITIVE EFFECT ON THE BOTTOM LINE by decreasing employee turnover, increasing productivity, and decreasing healthcare costs, a new law, SB 0542, was passed in Illinois on June 12, 2001. This law supports breastfeeding, working families and directs business to...

“Provide reasonable unpaid break time each day to an employee who needs to express breastmilk for her infant.”

“Provide a room...in close proximity to the work area, other than a toilet stall, where an employee...can express her milk in privacy.”

Meeting, hopefully exceeding, the spirit of the law can be easily accomplished and will benefit employers, employed mothers and their infants, and society in general.

SUPPORTING BREASTFEEDING WORKING MOTHERS PUTS YOUR COMPANY ON THE CUTTING EDGE!

HOW CAN YOUR COMPANY GET STARTED ON A BREASTFEEDING-SUPPORTIVE PLAN?

Some companies will use the services of corporate lactation support providers. Their services range from complete programs to do-it-yourself packages and from on-site to remote consulting.

Some companies will contract with individual lactation consultants to provide services and/or develop programs.

Some companies may use internal resources (usually breastfeeding employees themselves) to plan, develop, and implement a program possibly with education/consulting services provided by a lactation professional.

SUPPORTING BREASTFEEDING REALLY PAYS OFF!

The Advantages of Breastfeeding to Mothers and Infants can Benefit Your Business, Too!

Increased Productivity and Company Loyalty:

- > Lower turnover in employees, reducing training costs
- > Decreased absenteeism due to reduced gastrointestinal and respiratory illness and hospitalizations in infants
- > Facilitated postpartum recovery and decreased risk of premenopausal ovarian and breast cancers in mothers

Fewer Demands on Employee Health Benefits:

- > Breastfeeding is cost-effective: a potential of \$2.16 billion saved annually by decreased illness and disease nationwide, and a potential \$3.02 billion saved from household expenses by decreasing formula purchases, family-planning benefit expenses, and decreased healthcare expenditures nationwide

Greater Employee Satisfaction:

- > Economic benefits of lower medical care costs, reduced household expenses due to not purchasing formula, and decreased absenteeism from work can save a family \$3000-\$4000 per year
- > Enhanced self-esteem and confidence

Breastfeeding is Environmentally Friendly:

- > Efficient, complete, and no waste
- > Doesn't consume natural resources such as energy, tin, paper, glass, and cattle production
- > Doesn't contribute to landfill problems



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HOW CAN YOU HELP SUPPORT BREASTFEEDING EMPLOYEES?

It's EASY! Helping a breastfeeding employee to maintain her milk supply can be simple and efficient with just a little time, space, and equipment.

Bronze Level – *Minimally, will provide:*

- > Allow pumping or breastfeeding breaks
- > Provide a clean, private, non-bathroom space, including an electrical outlet, chair and table or shelf to hold her pump

Silver Level – *Preferably, will also provide:*

- > A sink for washing hands
- > A small refrigerator to store milk
- > A comfortable chair
- > A written policy supporting breastfeeding employees
- > *Optional:* A telephone for employees to make/receive calls while pumping

Gold Level – *Ideally, the best programs will also provide:*

- > An electric pump and accessory pump kit (or subsidize purchase of pump and/or kit)
- > Written educational materials for all employees on the benefits of breastfeeding, and why and how to be supportive to breastfeeding co-workers
- > Workplace support groups for working, breastfeeding parents
- > Lactation consultant services for education, counseling and support before and after the baby's birth, and when the mother returns to work



MATERNITY LEAVE POLICIES THAT ALLOW MOTHERS TO ESTABLISH BREASTFEEDING, FLEXIBLE HOURS, JOB-SHARING, OR PART-TIME WORK ARE ALL GREAT WAYS TO SHOW SUPPORT FOR WORKING MOTHERS.

ALL IT TAKES IS A LITTLE SUPPORT...YOU CAN DO IT!

RECIPIENTS OF THE 2001 "BREASTFEEDING IS SMART BUSINESS" AWARDS *WORKPLACE MODELS OF EXCELLENCE*

American General Financial Group

Provides employees with prenatal classes before delivery, and after delivery, a private room with refrigerator along with a hospital-grade pump, and time to express milk.

EMI Manufacturing Company – USA

Provides employees with a hospital-grade pump, time to express milk, and a private room with refrigerator and educational materials.

Horace Mann Insurance Company

Provides employees with a private place to pump and allows time to pump.

Parkway Café

Provides employees with a private place to express milk and allows infants to be brought to work to breastfeed. A window cling welcomes all mothers to breastfeed on the premises.

Ex Salon'ce Hair Studio

Provides a private place for employees to pump and welcomes clients to breastfeed on the premises.

Memorial Medical Center

Provides prenatal classes before delivery, and after delivery, a private room with a hospital-grade pump, time to express, and postpartum breastfeeding support.

St. John's Hospital

Provides prenatal classes before delivery, and after delivery, a private room with refrigerator along with a hospital-grade pump, break time to express milk, and postpartum on-site support and home visits.

Williamsville Route 66 Antique Mall

Offers a comfortable private area for breastfeeding, if a customer desires. A posted sign acknowledges that breastfeeding is welcome in the store.





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For more information on worksite lactation programs, contact:

ILLINOIS DEPARTMENT OF HUMAN SERVICES

Division of Community Health and Prevention

Bureau of Family Nutrition

535 W. Jefferson Street

Springfield, IL 62761

800.323.GROW (Voice & TTY)