New Mexico Breastfeeding Task Force

Be proud to have a breastfeeding-friendly workplace!

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.

**LOWER HEALTH COSTS**
Up to three times fewer costs related to infant healthcare for breastfeeding employees.

**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.

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

**HIGHER PRODUCTIVITY AND LOYALTY**
Employees whose companies provide some sort of breastfeeding support consistently report a higher morale and more job satisfaction.

**IT’S THE LAW**
New Mexico law states that an employer shall provide nursing employees with:

- Space for using a breast pump that is clean and private, near the employee’s workspace and not a bathroom.
- Flexible break times.

**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.”**

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