

# 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  
@breastfeedingnewmexico.org

#### VISIT

breastfeedingnewmexico.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](http://www.womenshealth.gov/breastfeeding/employersolutions/index.html)