

Workplace

Why are changes needed? Women are a huge part of today's workforce and working is an economic necessity for most mothers. There are benefits to employers for investing in women workers but current federal accommodations under the 2010 Federal Break Time for Nursing Mothers legislation does not provide comprehensive workplace breastfeeding policies.¹ When companies support breastfeeding, businesses gain a three-to-one return on investment in addition to greater employee retention, lower absenteeism, and a more creative and productive work environment.²

MIBFN Recommends:

- Employers should provide comprehensive workplace breastfeeding protection for all employees regardless of legal status and employment classification.
- Employers should provide flexible, comprehensive time solutions for all employees regardless of legal status and employment classification.
- Regardless of work environment, space solutions should be provided for all employees.
- Whenever feasible, access to baby for direct breastfeeding in the workplace should be the standard for employees.
- Comprehensive paid family leave legislation should be adopted at the national level.

To learn more about the MIBFN Workplace campaign, visit www.mibreastfeeding.org/workplace

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1. U.S. Department of Labor, Wage and Hour Division (WHD), Section 7 of the Fair Labor Standards Act (FLSA) of 1938 (29 U.S.C. 207), Break Time for Nursing Mothers Provision.
 2. U.S. Department of Health and Human Services, Office on Women's Health, *The Business Case for Breastfeeding*, https://www.womenshealth.gov/files/documents/bcfb_business-case-for-breastfeeding-for-business-managers.pdf.

The Michigan Breastfeeding Network's mission is to optimize state and community support of breastfeeding by leading collaborative actions for advocacy, education and coalition building. To learn more about our advocacy efforts, visit www.mibreastfeeding.org/advocacy.