Business Case for Breastfeeding

The U.S. Department of Health and Human Services, Health Resources and Services Administration, has developed guidelines to implement a lactation support program for businesses. The benefits of being a breastfeeding friendly organization can directly benefit an organization’s bottom line in the following ways:

- Lower health care costs
- Lower turnover rates
- Lower absenteeism rates
- Higher employee productivity and morale
- Positive public relations in the community as a “family friendly” business

The Patient Protection and Affordable Care Act, which was signed into law on March 23, 2010 (P.L. 111-148) amends Section 7 of the Fair Labor Standards Act and requires employers to provide “reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child’s birth each time such employee has need to express the milk.”

The Lactation Support program at Susquehanna Health can assist organizations with beginning their own breastfeeding-friendly initiative. For more information, call Susquehanna Health’s Internationally Board Certified Lactation Consultants (IBCLC) at (570) 321-2092.

Additional Web Resources

Wage and Hour Division (WHD) - Break Time for Nursing Mothers
womenshealth.gov - breastfeeding