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MAKES BREASTFEEDING WORK

# BREASTFEEDING FRIENDLY EMPLOYER PROJECT

## Benefits

### of Being a Breastfeeding Friendly Employer

This project is the result of the work of the Breastfeeding Study Commission established by the Vermont Legislature. The Commission included:

Vermont Department of Health

Vermont Department of Economic Development

Vermont League of Cities and Towns

Vermont Chamber of Commerce

Vermont Business Roundtable

Vermont Department of Personnel



108 Cherry St.  
PO Box 70  
Burlington, VT 05402

web:  
[breastfeedvermont.info](http://breastfeedvermont.info)

- Reduced staff turnover and increased retention of skilled workers after the birth of their child.
- Reduced leave time for parents of breastfed infants who are more resistant to illness.
- Lower and fewer health care costs associate with healthier breastfed infants.
- Higher job productivity, employee satisfaction and morale.
- Enhanced loyalty among employees.
- Added recruitment incentives for women.
- Improved positive image in the community.
- Healthier workforce for the future.





“With 70 percent of Vermont’s working women having children under the age of six years, family-friendly workplace practices and policies are vital to their ability to be as productive as possible, while ensuring the best possible start in life for their children. Being a breastfeeding-friendly workplace benefits both female workers and their employers.”

Lisa Ventriss,  
President,  
Vermont Business  
Roundtable

### To all Vermonters,

Breastfeeding is good business for Vermont. When businesses support their employees in continuing to breastfeed, everyone wins. Businesses are rewarded with reduced absenteeism, lower health care costs, and increased employee loyalty. Mothers and babies are rewarded with health benefits, cost savings, and the opportunity to enjoy the special bond of breastfeeding even when separations are necessary. Offering a breastfeeding-friendly workplace also helps businesses recruit and retain employees and gives the business a positive image in the community.

Encouraging mothers to breastfeed is a key strategy of the Fit & Healthy Vermonters state plan for the prevention of obesity. Breastfeeding is a powerful ally in the State of Vermont’s drive to reduce chronic care issues associated with overweight and obesity, diabetes, asthma and many other diseases. The health benefits of breastfeeding are so well documented that the American Academy of Pediatrics recommends that ALL babies be breastfed for at least one year and longer if mother and baby desire.

Many mothers report that workplace policies make it difficult to continue breastfeeding. Most mothers in Vermont initiate breastfeeding but there is a quick decline in the rates of exclusivity and the duration of breastfeeding. To help new mothers succeed in giving their babies the healthiest start in life, we invite you to join the Vermont Breastfeeding Employer Project. The purpose of this project is to help employers provide supportive workplace policies, to comply with Vermont’s labor law supporting nursing mothers in the workplace, and to formally recognize employers who do. This project is also dedicated to providing information and support to new mothers, and to recognizing and assisting child care providers as an essential link in supporting the breastfeeding relationship.

For employers, making your workplace breastfeeding friendly can be simple. The information found at this website can help you achieve the Breastfeeding Friendly Employer designation. If you already have breastfeeding friendly policies in place, congratulations!

Thank you for your efforts on behalf of Vermont families.

Sincerely,

*Harry Chen M.D.*  
Harry Chen, MD

Commissioner of Health

# Join!

## Breastfeeding Friendly Employer Project

Support your employees and get acknowledged! All employers who join will be recognized for their efforts and receive a certificate of achievement. Check our website for more information on how to support breastfeeding employees.

### Our Mission:

To create a work-place environment that supports and respects a woman's decision to breast-feed, recognizes that breastfeeding is a benefit to the workplace and encourages that recognition in others.

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NAME OF EMPLOYER/BUSINESS

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NUMBER OF EMPLOYEES NUMBER OF LOCATIONS

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MAILING ADDRESS

---

CITY STATE ZIP

---

TELEPHONE: COUNTY

---

WEB ADDRESS

---

GENERAL EMAIL ADDRESS OF BUSINESS

---

CONTACT PERSON

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CONTACT PERSON'S EMAIL ADDRESS

Please let us know what your company is doing to be breastfeeding friendly.

Use the checklist on the back of this application to determine your level of award: Gold, Silver or Bronze.

You can also find the checklist on the Vermont Department of Health website: [www.breastfeedvermont.info](http://www.breastfeedvermont.info)

We have in place the following levels of accommodation:

	BRONZE	SILVER	GOLD
Policy and Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Scheduling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Send me more information about Breastfeeding Friendly.

Mail completed application and checklist to:

Vermont Department of Health  
Breastfeeding Friendly Employer Project  
108 Cherry Street, PO Box 70  
Burlington, Vermont 05402

Or download form online: [www.breastfeedvermont.info](http://www.breastfeedvermont.info)  
For more information: [healthvermont.gov](http://healthvermont.gov)



# Breastfeeding Friendly Employer Checklist

## BRONZE

## SILVER

## GOLD

### Policy and Education

- Verbal agreement between mother and her direct supervisor regarding her break times and space to pump

- Written breastfeeding support policy\*\*
  - Education about policy provided to all employees
- \*\*Sample policy available on the Vermont Department of Health website*

- Written breastfeeding support policy with education provided for all employees
  - Educational packet about breastfeeding given to all expectant parents\*
- \*Available from the Vermont Department of Health website*

### Facilities

- Private room with a lock on the door

- Private room with a lock on the door
  - Comfortable chair for pumping and/or nursing
  - Refrigerator for milk storage
  - Nearby sink with running water
- Optional items:**
- Small table
  - Electrical outlet

- Private room with a lock on the door
  - Breast pump provided by employer (via insurance or paid by employer)
  - Lactation room with all of the following:  
comfortable upholstered chair for pumping and/or nursing; wall clock; small table; electrical outlet; nearby refrigerator for milk storage and sink with running water
- Optional items:**  
Radio/cassette/CD player; telephone; refrigerator in the room; breastfeeding art\*\*

### Scheduling

- Flexible breaks (at least 15–20 minutes in the morning and afternoon as well as a lunch break) during which the employee can express milk or nurse her infant

- Flexible breaks
- One of the following:**
- Ability to work part-time or some hours from home
  - Flex-time offered
  - Job-sharing offered
  - Paid maternity leave (at least 6 weeks)
  - On-site childcare

- Flexible breaks
  - Maternity leave available for up to 12 weeks (at least 6 weeks paid)
- One of the following:**
- Ability to work part-time or some hours from home
  - Flex-time offered
  - Job-sharing offered
  - On-site childcare

### Resources

- One of the following:**
- Lending library of Breastfeeding Resources
  - List of local breastfeeding resources\*
- \*Available from the Vermont Department of Health website*

- All or some of the following:**
- Lending library of Breastfeeding Resources\*\*
  - List of local breastfeeding resources\*
  - Lactation consultant services provided for employees (via insurance or paid by employer)
- \*\*Suggested titles and suppliers available from the Vermont Department of Health website*