

Vermont Worksites Support Lactating Employees

January 2025

Why Support Lactating Employees?



- Saves money: fewer health insurance claims and lower medical costs averaging \$400 in annual savings per breastfed baby
- Reduces employee turnover
- Lowers employee absenteeism
- Improves employee productivity
- Raises employee morale and company loyalty
- It's the law

What Can Employers Do To Support Lactating Employees?



- Develop policy and determine who oversees this program
- Inform employees of the new policy
- Provide a clean, private place with access to electrical outlets and a chair
- Offer flexible breaks
- Apply for [Breastfeeding Friendly Employer](#) recognition
- Consider insurance coverage for lactation consultants and breast pumps
- Consider a corporate lactation program if staff includes a significant number of parents
- Understand the laws

Vermont State Laws

Vermont Law Act 117

- Vermont law (Act 117) provides protection for parents who breastfeed in places of public accommodation (schools, restaurants, stores, and other facilities serving the public)
- For more information contact the [Vermont Human Rights Commission](#) (hrc.vermont.gov) at 802-828-2480 or toll-free at 800-416-2010 or by email at human.rights@vermont.gov

Vermont Labor Law Amended

- Vermont's labor law was amended in 2008 to include the following:
 - Up to 3 years following the baby's birth,
 - Provide reasonable time, either compensated or uncompensated, throughout the day for the employee to express milk, and
 - Make reasonable accommodation to provide appropriate private space that is not a bathroom.



HealthVermont.gov
802-863-7200



