

3 to 1 ROI

How following the law promotes a 3 to 1 return on your investment

- ⇒ Reduces absenteeism
- ⇒ Lowers health care costs
- ⇒ Promotes lower turnover and higher retention rates
- ⇒ Encourages higher productivity and loyalty
- ⇒ Provides good public relations

The Business Case for Breastfeeding. U.S. Department of Health and Human Services, Health Resources and Services Administration, Maternal and Child Health Bureau: 2008

<https://www.womenshealth.gov/files/assets/docs/breastfeeding/business-case/business-case-for-breastfeeding-for-business-managers.pdf>

Helpful suggestions

- ⇒ Have a written policy to help ensure compliance and communication. Review and update the policy annually.
- ⇒ Ask about the needs of nursing women in your workplace and develop a plan to address those needs.
- ⇒ Contact community resources for assistance, including the local breastfeeding coalition or public health department.
- ⇒ Identify space and time options that comply with the law.
- ⇒ Train supervisors and coworkers on the laws and company policies.
- ⇒ Contact the Public Health Division for further assistance.



Public Health
Prevent. Promote. Protect.

Bloomington Public Health Division

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How to

apply the law supporting employees nursing their baby . . .

that promotes an increased return on your investment

STATUTE



Minnesota State Statute 181.939

<https://www.revisor.mn.gov/statutes/?id=181.939>

- ⇒ **Applies to any employer with one or more employees.**
- ⇒ Prohibits employer from acting against an employee for speaking up about rights or requirements to express breastmilk.
- ⇒ Applies whether mother is or isn't a citizen or working legally in the U.S. (Federal law).



TIME

An employer must provide **reasonable unpaid break time*** each day to an employee who needs to express breastmilk for her infant child.

The break time must, if possible, run concurrently with any break time already provided to the employee.

*The amount of time can be negotiable and should not unduly disrupt operations of the employer.

SPACE



The employer must make reasonable efforts to provide a **room or other location, in close proximity to the work area.**

The space must:

- ⇒ Be shielded from view, near work area (if reasonable)
- ⇒ Be free from intrusion from coworkers and public
- ⇒ Include an electrical outlet
- ⇒ NOT BE a bathroom or toilet stall
- ⇒ Be made available at the same time as other break times if possible