

Breastfeeding is Welcome Here Employer Pledge

Breastfeeding* yields important immediate and long-term health benefits for infants and their mothers, including positive impacts on children's cognitive development and their health as adults. Breastfeeding is associated with higher productivity and lower absenteeism for breastfeeding employees. There are additional benefits for society such as lower healthcare costs. The American Academy of Pediatrics and the US Surgeon General recommend exclusive breastfeeding for the first 6 months of life and continued breastfeeding with the addition of healthy foods for 2 years and beyond, as long as mutually desired.

A formal lactation support program, such as a **company-wide policy** and a **designated space for pumping**, shows employees that your company supports breastfeeding. That support can make employees more likely to return to work after childbirth and increase job satisfaction. Productive, satisfied, and experienced employees mean **less employee turnover** and lower costs in recruiting and training.

You, as an employer, can ensure you support and are in compliance with the federal PUMP for Nursing Mothers Act, 2022, (S. 1658/H.R. 3110) and state Freedom to Breastfeed Act, 2007, (P.L. 90, NO. 28) laws by providing accommodations in the workplace with the following:

- Provide a **private place**, shielded from view and free from intrusion that is readily available for pumping milk or feeding and is **not a bathroom**.
- Allow **time for breaks** at intervals that are similarly timed with the natural feeding schedule.
 - Normal pumping frequency varies. A typical interval would be every 2–3 hours for babies under 6 months.
 - Each pumping session takes 15–20 minutes, plus time to get to and from the pumping space and time to set up and clean equipment.
 - A flexible work schedule is helpful.
 - Provide education for staff to create an atmosphere of support.
- Provide **access to a nearby sink** for handwashing and cleaning pumping equipment.
- Access to a clean place for milk storage such as a refrigerator or personal cooler is desirable.

I pledge that my business, _____ will establish a written policy and provisions for all employees under the Fair Labor Standards Act: Break Time for Nursing Mothers Law, as expanded by the PUMP Act. I will provide a reasonable amount of break time and a clean, private space for lactating workers to express milk for up to one year following the birth of the child.

Signature: _____ Date: _____

After signing the pledge, you will receive a "Breastfeeding is Welcome Here" window cling to proudly display at your business, showing you welcome and support breastfeeding families at your establishment. This program is available through support from the Penn State College of Medicine REACH Project and the Pennsylvania Breastfeeding Coalition.

*"Breastfeeding" is the commonly used term for human milk feeding which more inclusively recognizes chest feeding, body feeding and pumping.

