



“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 workers and their employers.”

Lisa Ventriss
President,
Vermont Business
Roundtable

Benefits of being a Breastfeeding Friendly Employer

- Reduced staff turnover and increased retention of skilled workers after the birth of their child.
- Reduced leave time for parents of breastfed/cheesfed infants who are more resistant to illness.
- Lower and fewer health care costs associate with healthier breastfed/cheesfed infants.
- Reduced risk of many health conditions, including asthma, obesity, diabetes, and gastrointestinal infections for breastfed/cheesfed infants.
- Reduced risk for breast cancer, ovarian cancer, and type 2 diabetes for lactating parents.
- Higher job productivity, employee satisfaction and morale.
- Added recruitment incentives.
- Improved positive image in the community.
- Healthier workforce for the future.

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

Letter from the Commissioner of Health

Dear Vermont Employer:

Breastfeeding is good for mothers and good for babies. In fact, the health benefits of breastfeeding are so well documented that the American Academy of Pediatrics recommends that babies breastfeed for at least a year, and more if mother and baby desire.

However, this can be a huge challenge for a new mother returning to the workplace after maternity leave.

To help new mothers succeed in giving their babies the healthiest start in life, we invite you to join the Vermont Breastfeeding Friendly Employer Project. The purpose of this project is to help employers develop supportive workplace policies, and to formally recognize employers who do.

This project is based on the recommendations of a Breastfeeding Study Commission established by the Vermont Legislature in the spring of 2000. It is supported by the Vermont Business Roundtable, Vermont Chamber of Commerce, Vermont Department of Economic Development, Vermont League of Cities and Towns, and the Vermont Department of Health.

Businesses with breastfeeding friendly policies report a return on investment and less employee turnover. Making your workplace breastfeeding friendly can be fairly simple. The information found at our website www.breastfeedvermont.info can help you achieve the Breastfeeding Friendly Employer designation. If you already have breastfeeding friendly policies in place, congratulations!

Please complete the Breastfeeding Friendly Employer application found on the breastfeedvermont.info website and we will send you the official designation and include your company's name on the published list of Breastfeeding Friendly Employers.

Thank you for your efforts on behalf of Vermont families.

Sincerely,



Mark A. Levine, MD
Commissioner of Health