



Mother-Friendly Success Story: City of San Antonio

As nearly one-third of its 11,000 employees are women of childbearing age, the City of San Antonio recognizes the benefits of supporting a mother's priorities toward both her job and her child. The City has Mother-Friendly policies in place to accommodate an employee's breastfeeding-related needs and provides access to facilities, flexible schedules, and equipment assistance.

"A woman's choice to breastfeed benefits the family, the City, and society. We know that breastfeeding reduces childhood obesity. Having healthy dependents under the City's health plan will reduce the long-term cost of health-care claims."

— ANDY, HEALTH PROMOTION COORDINATOR, CITY OF SAN ANTONIO



"I am happy the City adopted this policy, and I've enjoyed using the lactation room. It is centrally located and equipped with everything I need to express breastmilk while at work."

— JEANETTE, CITY OF SAN ANTONIO EMPLOYEE

To read more success stories, visit our [Community Page](https://www.texasmotherfriendly.org) at [TexasMotherFriendly.org](https://www.texasmotherfriendly.org).

TexasMotherFriendly.org

Family friendly. Worker friendly. Business friendly.

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THE BEST PLACES TO WORK IN TEXAS ARE MOTHER-FRIENDLY.

More than half of new mothers who return to work in Texas are unable to reach their breastfeeding goals. Breastfeeding through a baby's first year benefits mom and baby for a lifetime. If a mother chooses to breastfeed, she needs to pump breastmilk during the workday in order to maintain her milk supply. Many mothers are afraid to speak to their employers about these needs. Many stop breastfeeding altogether soon after returning to work.

Mother-Friendly businesses understand this need. They support their employees by providing privacy and flexibility to express and store breastmilk. When breastfeeding employees' physical needs are met, they can better focus on their job responsibilities. The result is improved productivity.

Providing a Mother-Friendly Worksite benefits an entire workforce. Businesses that support mothers who choose to breastfeed their infants experience improved employee morale, increased employee retention, lower absenteeism, and reduced health-care costs.

It's an easy, worthwhile investment. Create a policy and talk to your employees.
Learn more at TexasMotherFriendly.org.





TEXAS MOTHER-FRIENDLY WORKSITES

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Good for Families There's no question that breastfed babies are healthier babies. Babies who are not breastfed are more likely to develop common childhood illnesses like diarrhea and ear infections as well as chronic conditions like type 2 diabetes, asthma, and childhood obesity. They are also at greater risk for rare but serious conditions like severe lower respiratory infections, leukemia, necrotizing enterocolitis, and sudden infant death syndrome (SIDS). Breastfeeding is also good for moms, lowering their risk for breast cancer, ovarian cancer, type 2 diabetes, and cardiovascular disease.

Good for Your Workforce Breastfeeding isn't just a family issue—it can have a positive effect on the entire employee workforce. Businesses that proactively support breastfeeding see reduced health-care costs and lower turnover. Coworkers and managers benefit when employees don't have to miss work because of a sick child and when mothers are able to come back to work sooner (and with greater peace of mind) after maternity leave. Long-term employee retention saves businesses on training costs and orientation time, benefiting everyone in the organization.

Good for Business Real-world studies demonstrate the business case for breastfeeding. Businesses with worksite lactation programs experience up to a \$3 return for every \$1 invested in lactation support. Because breastfeeding boosts babies' immune systems, breastfed babies are sick less often and their parents miss less work. New mothers whose jobs offer lactation support are more likely to return to work with their employers and report increased morale, higher job satisfaction, and better productivity.

Breastfeeding mothers have half as many one-day absences from work to care for a sick child compared to mothers of formula-fed infants.

What Does It Take to Be Mother-Friendly?

It's easy and inexpensive. In fact, many businesses already have policies and procedures in place that proactively support employees who choose to breastfeed their infants. A business can be designated as a Texas Mother-Friendly Worksite if it has a written lactation support policy that provides:

- Flexible work schedules that allow time for the expression of milk.
- Access to private space(s), other than a bathroom, for the purpose of milk expression.
- Access to a nearby clean and safe water source and a sink for washing hands and rinsing any breast pump equipment.
- Access to hygienic storage options (including personal coolers) where mothers can safely store breastmilk.



Many businesses also choose to offer additional program components. The practical aspect of becoming Mother-Friendly is that there is a lot of flexibility. A business can customize the program to meet the needs of the company and its employed mothers.

Find out more and see a list of Texas Mother-Friendly Worksites at TexasMotherFriendly.org.

“We believe our family-friendly policies have led to below-average turnover rates.”

—LYNETTE, SPHR, VICE PRESIDENT, HUMAN RESOURCES, TEXAS MUTUAL INSURANCE COMPANY