

*Do you worry that your valuable employees may choose to stay home after the birth of a child?*

*Do you wonder if you'll have to spend all that time and money to hire and train a new employee?*

*Do you believe there is a way to retain new parents as employees and honor their desire to spend a maximum of time with their new baby?*

**It's time to consider  
*Babies to Work!***



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*Promoting Healthy Births and Healthy Families*

**Mohawk Valley Perinatal Network, Inc.**

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**We lose valuable  
employees after the birth  
of a new baby!**



**Implementing a  
*Babies to Work*  
Policy**

▶ A service of  
Mohawk Valley  
Perinatal Network, Inc.

**Tel: 315.732.4657**

## ▶ The problem

▶ Many parents choose not to return to work after the birth of a child.

▶ The national average for recruitment and training costs for a non-management staff is \$2,250, and for a management professional it is at least \$25,000.



## ▶ The solution

- ▶ Implement a *Babies to Work* policy.
- ▶ Provide comfortable, clean space for parents to nurse or feed their baby.
- ▶ Make a plan with parents to bring the baby to work on certain days and times.
- ▶ Allow paid nursing/feeding breaks.
- ▶ Offer pregnancy, breastfeeding and parenting education to all employees and their partners.

### Employee Benefits

- ▶ Returning to work can result in less isolation for mothers and thus reduce the risk of Post Partum Depression.
- ▶ Parents experience less stress over securing child care for an infant.
- ▶ Bringing baby to work allows mothers to be more successful in breastfeeding longer.
- ▶ Household income remains more stable when parents can return to the workforce sooner.



### Employer Benefits

- ▶ Reduced staff turnover and loss of skilled workers.
- ▶ Higher job productivity, employee satisfaction and morale.
- ▶ Added recruitment incentive for parents.
- ▶ Enhanced reputation as an employer concerned for the welfare of its employees and their families.

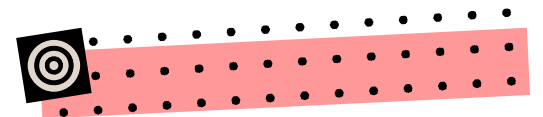
### Get Started

▶ Contact Diana Y. Haldenwang, Executive Director at Mohawk Valley Perinatal Network for a presentation on all aspects and variations of a *Babies to Work* policy.

▶ Having successfully implemented a *Babies to Work* policy at the Perinatal Network, staff can provide guidance and technical support as you develop a policy for your company or organization.

#### Sources:

National Healthy Mothers, Healthy Babies Coalition; United States Breastfeeding Committee; United State Department of Health and Human Services; American Academy of Pediatrics; University at Albany School of Public Health; New York State Department of Health



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