

# Texas Instruments Incorporated

## *Dallas, Texas*

**Texas Instruments**, headquartered in Dallas, Texas, provides innovative semiconductor technologies to help customers create the world's most advanced electronics. Texas Instruments (TI) employs 26,000 employees worldwide with 11,600 employees in the United States. Female employees represent only 23% of its U.S. workforce.

The fact that the TI workforce is predominantly male did not deter breastfeeding mothers from requesting an on-site lactation support program. A grassroots campaign by breastfeeding mothers in the early 1990s captured the attention of managers at TI. Early program challenges included securing adequate funding and space. TI worked with its facilities management to identify space for lactation rooms — existing rooms that already had plumbing or were located near a restroom. Additionally, TI decided to include at least one lactation room in each new building it designed.

Nursing Mothers' Rooms are found in all TI buildings nationwide, including the manufacturing plants. Breastfeeding mothers can complete scheduling requests for lactation rooms online. Each room locks from the inside and a code is needed for entrance.

### **Program Components:**

**Private Area to Express Milk:** Typical room size is 10 feet by 10 feet. Amenities include a comfortable chair, a breast pump, a flat surface area for the pump, a telephone, a wireless Internet connection and a refrigerator for storing milk.

**Breastfeeding Equipment:** TI provides a hospital-grade pump; employee buys the attachment kit.

**Milk Expression Scheduling:** Employees express milk during designated breaks as worked out with their supervisor. Phasing back in to work is encouraged by the employer and negotiated between employees and supervisors.

**Education:** Employees can access the pregnancy center on the LiveHealthyAtTI.com website which offers a wealth of information ranging from prenatal care and healthy pregnancy to baby's first weeks.

**Support:** Access to 24-hour lactation support is available through a lactation consultant service contracted by the company.

On-site occupational nurses are available to help breastfeeding mothers. Furthermore, breastfeeding mothers are encouraged to work with lactation consultants contracted by the company. Lactation consultants provide 24-hour phone support.

The Work-Life department is responsible for promoting, implementing and maintaining the breastfeeding support program. TI also offers several other family-friendly benefits, including on-site school break and summer programs for children of employees. Word of mouth and an internal employee website are used to promote the breastfeeding support program.

# ISSUE **Brief**

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**National  
Business  
Group on  
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**Center for  
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and Health  
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## **Workplace Breastfeeding Programs: Employer Case Studies**

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### **About the Center for Prevention and Health Services**

Mission: Educate large employers about diseases and health issues in order to protect and promote health and well-being among their employees and beneficiaries as well as control costs.

The Center:

- Identifies strategies and develops tools to address health and benefits issues.
- Translates health research into practical solutions for large employers.
- Provides the national voice for large employers and links them with national expertise and resources.

For more information, e-mail [healthservices@businessgrouphealth.org](mailto:healthservices@businessgrouphealth.org).

### **Issue Brief**

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### **About the National Business Group on Health**

The Business Group is the only non-profit organization devoted exclusively to representing large employers' perspectives on national health issues and providing solutions to its members' most important health care and health benefits challenges. The Business Group fosters the development of a safe health care delivery system and treatments based on scientific evidence. Members share strategies for controlling costs, improving patient safety and quality of care, increasing productivity and supporting healthy lifestyles.

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