
COLORADO EMPLOYER TOOLKIT



WORKPLACE ACCOMMODATIONS FOR NURSING MOTHERS

THE BOTTOM LINE

Summary of the New Workplace Accommodations for Nursing Mothers Act *Effective August 7, 2008*

Colorado is the 16th state to pass legislation regarding breastfeeding support in the workplace. Effective August 7, Colorado employers are required to make the following accommodations for breastfeeding employees:

- Provide reasonable time (unpaid or paid break and/or meal time) for mothers to express milk at work
- Make reasonable efforts to provide suitable, private space for this purpose
- Not discriminate against women for expressing milk in the workplace

The full text of the law is included at the end of this document, and also available at www.coloradobreastfeeding.org

Supporting your breastfeeding employees helps your bottom line

Research proves that workplace lactation programs/support:

- Reduce short term and long term health costs (because mothers and babies are healthier)
- Reduce absenteeism (because breastfed babies are sick far less often)
- Improve productivity
- Improve employee job satisfaction and morale
- Improve loyalty and retention (lower turnover)
- Enhance company image in the eyes of customers, potential employees, and the community at large

For every dollar invested in basic lactation programs, employers see a \$2 return on investment
(U.S. Dept of Health and Human Services)

For more information:
visit www.coloradobreastfeeding.org
or call 303.869.1888

6 EASY STEPS

HOW TO COMPLY WITH THE NEW LAW	
1 	<p>Assess needs and interest for lactation accommodation. Query new and expecting mothers, managers/supervisors, and human resource personnel.</p>
2 	<p>Form a small committee to establish a policy. A team of approximately 4-5 people works well. Make sure you include a manager and a breastfeeding employee.</p>
3 	<p>Create a lactation policy.</p> <ul style="list-style-type: none"> – Summarize rationale – business benefits, health benefits, law – Describe accommodations available for nursing mothers (time, support, space – see following page for more information) – Specify expectations of employees: program participants, management, and coworkers. <p>Sample policies are available at www.coloradobreastfeeding.org</p>
4 	<p>Set up a “Mothers’ Space.” A simple space will suffice, as long as it’s clean, private, has a table, chair, and electrical outlet. Public restrooms or toilet stalls are not appropriate or compliant. See following page for creative ideas.</p>
5 	<p>Communicate the policy throughout the organization. Highlight the business advantages a lactation program will bring. Include lactation policy information in employee orientation materials and descriptions of wellness benefits.</p>
6 	<p>Evaluate and refine the program. Identify and publicize successes; make improvements where needed.</p>



For implementation assistance:
contact Moms on Board
303.440.7770 or catecs@comcast.net

WHAT NURSING, WORKING MOTHERS NEED

3 ELEMENTS OF A SUCCESSFUL LACTATION PROGRAM

– TIME

In an 8-9 hour work day, most women need 2-3 pumping sessions lasting about 15 minutes each. Over time, as their babies grow, women typically need fewer pumping sessions.

This can be paid break/meal time, or unpaid break time.

If necessary, the beginning and/or ending time of work can be adjusted to accommodate these breaks.

– SUPPORT / POLICY

Mothers depend upon manager and coworker support and flexibility in accommodating pumping breaks.

A written lactation policy will solidify support, standardize implementation, and minimize confusion and debate.

See www.coloradobreastfeeding.org for examples.

Many employers provide additional support. Ideas to consider:

- provide breastfeeding pamphlets, books, and/or education
- establish/facilitate working mother networking/support groups
- cover/subsidize lactation consultant services
- provide/subsidize electric breastpumps for individual or shared use
- offer opportunities for part-time employment, job sharing, flex schedules, and/or a gradual return to work
- offer onsite childcare

– SPACE

This should be a clean, private area (not a toilet stall or public restroom) that is reasonably nearby the mother's work location.

If you cannot dedicate a small, private room, be creative! Mothers have used:

- | | |
|-------------------------|--------------------------------------------------|
| ○ spare/borrowed office | ○ dressing room |
| ○ manager's office | ○ cubicle area with privacy screen
or curtain |
| ○ conference room | ○ locker room |
| ○ supplies room | ○ break room (temporarily!) |
| ○ server/IT room | |
| ○ inventory room | |

FAST HEALTH FACTS



The American Academy of Pediatrics (AAP) and myriad other health organizations recommend exclusive breastfeeding for the first six months of a baby's life, with continued breastfeeding for at least one year.



For every 1,000 babies never breastfed, there are:

- 2,033 excess office visits
- 212 excess days of hospitalization
- 609 excess prescriptions

One-day absences to care for sick children occur more than twice as often for mothers of formula feeding infants

Breastfeeding is a surprisingly big deal

*A comprehensive, systematic review of more than 100 breastfeeding studies quantified the risks of **NOT** breastfeeding for babies and mothers in developed countries.

Babies who are NOT breastfed are:

- 260% more likely to suffer lower respiratory diseases
- 180% more likely to have gastrointestinal infections
- 100% more likely to have middle ear infections
- 55% more likely to die from SIDS
- 35% more likely to develop asthma

Mothers who do NOT breastfeed are:

- 40% more likely to develop breast cancer
- 25% more likely to develop ovarian cancer

*Source: "Breastfeeding and Maternal and Infant Health Outcomes in Developed Countries" (April 2007) U.S. Department of Health and Human Services, Agency for Healthcare Research and Quality

A to Z...

Breastfeeding protects babies from:

Allergies, Asthma, Crohn's disease, Colds, Dental problems, Diabetes, Diarrhea, Ear infections, Eczema, Flu, Gastrointestinal infections, Heart disease, Hodgkin's disease, Leukemia, Multiple sclerosis, Obesity, Respiratory infections, SIDS, Vomiting

Breastfeeding protects mothers from:

Breast cancer, Cervical cancer, Diabetes, Endometrial cancer, Ovarian cancer, Osteoporosis, Uterine cancer

SAMPLE WORKPLACE LACTATION POLICY

Workplace Breastfeeding Support Policy for

Employer: _____ Date: _____

This workplace breastfeeding support policy is being initiated to support employees in providing their children with the healthiest food nature has to offer, their own mother's breast milk.

The company also recognizes that policies such as this have been proven to yield positive business results, such as reduced healthcare costs, reduced absenteeism, improved productivity, lower turnover, and enhanced company image.

1. Breastfeeding employees shall be allowed a flexible schedule for nursing or pumping. The time allowed will not exceed the normal time allowed for lunch and breaks. If additional time is needed (above and beyond normal breaks/meal time), the supervisor and employee will agree upon a plan which might include the employee using annual leave/vacation time, coming into work earlier, or leaving later.
2. A private space (not a toilet stall or restroom) will be available for employees to breastfeed their child or express milk using a breast pump. The space will have:
 - a. Electrical outlet for a breast pump
 - b. Table and comfortable chair with armrests
 - c. Nearby sink for washing hands and rinsing pump parts
3. Employees may temporarily store their breastmilk on the premises.
 - a. A refrigerator will be available for safe storage of breastmilk. Breastfeeding women will provide their own containers. Milk stored in the refrigerator will be clearly labeled with name and date.
 - b. If a refrigerator is not available, mothers may bring in a small ice chest for storing breastmilk.
4. All employees will be informed of this policy.