

## Tips to Approaching Your Supervisor

- Breastfeeding is the healthiest choice for your baby, resulting in fewer illnesses, infections, allergies and childhood cancers. It also helps mom recover from pregnancy and may reduce the risk of breast and ovarian cancer and diabetes.
- Talk to your supervisor about your plans to breastfeed prenatally and again before returning to work. Your supervisor may not know what you need to successfully continue breastfeeding. Explain your basic needs and requirements for the business to comply with Colorado state law:
  - A private space with an electrical outlet that is not a bathroom
  - Reasonable break time to express milk at work - this can be unpaid break time or paid break and/or meal time
  - To support your decision to breastfeed your baby and not discriminate against you for expressing milk in the workplace.
  - **\*\*** Colorado state law is stronger than the Federal law because it applies to employers with one or more employees (Federal law is 50 or more employees) and allows breast milk expression at work for up to 2 years after a child's birth (Federal law is 1 year).
- Explain you are committed to keeping the milk expression area clean when you are through, will store your milk properly, and will not take longer than necessary for milk expression breaks.
- Show how meeting your breastfeeding needs will benefit the business by:
  - Decreasing healthcare costs and absenteeism since mom and baby are healthier
  - Employees who receive breastfeeding support are happier, loyal and more productive
  - Enhances business image in the eyes of customers, employees and community
- Be prepared! Consider possible concerns your supervisor may have and what you can do.

Common Concerns You May Hear	What You Can Do
“We have no space for a pumping area.”	<ul style="list-style-type: none"> <li>• Look around and find a space you are willing to use.</li> <li>• Remind your supervisor that this space does not have to be a permanent structure, it just needs to be private. Even a small space can work!</li> <li>• Suggest creative ways to comply: <a href="http://www.womenshealth.gov/breastfeeding/employer-solutions/">http://www.womenshealth.gov/breastfeeding/employer-solutions/</a></li> <li>• Remind your employer it is Colorado state law</li> </ul>
“The other employees might complain if you take time to do this.”	<ul style="list-style-type: none"> <li>• Encourage coworkers to learn about the benefits of breastfeeding for you and your baby</li> <li>• Remind coworkers this is only a temporary need and you only use your approved breaks and make up additional time you miss</li> <li>• Remind them you are allowed by state law to express breast milk</li> <li>• Find support from other breastfeeding mothers at work or find support in local mother's groups in your community</li> </ul>
“If we do this for one person, we might have to do this for others.”	<ul style="list-style-type: none"> <li>• Remind your supervisor that supporting breastfeeding benefits the company</li> <li>• Remind your supervisor of other company approved breaks, such as smoking or exercise, if offered</li> </ul>