



Dear Employer:

We need your support! Just as you rely on female employees to come to work each day and fulfill their duties, a breastfeeding baby relies on his or her mother for a continual supply of fresh human milk. Colorado recognizes the important benefits of breastfeeding and passed legislation in 2008 entitled *Workplace Accommodations for Nursing Mothers Act*.

Breastfeeding support at work can positively impact the bottom line. The payoffs are significant and can include:

- ✓ More satisfied, loyal employees,
- ✓ Cost savings to your business by lowering health care and insurance costs,
- ✓ Reduce sick time taken by mothers and fathers for children's illnesses,
- ✓ Enhances employee productivity and job satisfaction,
- ✓ Increases retention of experienced employees,
- ✓ Improves your company's image and enhances your ability to recruit staff.

_____ desires to breastfeed her baby once she returns to work. To maintain a mother's supply of milk she must be able to express her milk regularly. Colorado law requires employers to make a reasonable effort to provide the mother with a private room in close proximity to her work location (other than a toilet stall or restroom). The law also requires an employer provide reasonable unpaid break time or permit an employee to use paid break time, meal time, or both, each work day to allow the employee to express breast milk for her child.

Are you able to support her efforts to express her milk? Her minimal requirements at work are:

- ✓ Support from supervisors and colleagues,
- ✓ Adequate breaks (paid or unpaid) to express (pump) milk (~ 15-20 minutes/pumping session every 2-3 hours depending on age of the baby).
- ✓ A private area that is clean, comfortable, and has an electric outlet in close proximity to her work area. This area can be as small as 4'x5' (but cannot be a restroom or toilet stall).

Thank you for supporting a breastfeeding family!

If you have any questions or would like more information on breastfeeding in the workplace, please contact your local WIC Breastfeeding Coordinator at _____ or visit the website of the Colorado Breastfeeding Coalition at www.cobfc.org. For resources on how to accommodate breastfeeding employees in the workplace, visit the Colorado Department of Public Health and Environment's Breastfeeding Essentials website at www.breastfeedcolorado.com.

