

Making it Work for Employers

More than three out of every four women choose to nurse their baby, and many plan to continue once they return to work. Your support will make that possible.

There are three simple elements to a successful lactation program:

Time

In an 8-9 hour work day, most women need 2-3 pumping sessions lasting about 15 minutes each.

Support

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

Space

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

For local assistance creating a worksite lactation policy, contact:
Ann Clouse
Community Health Navigator
Northeast Colorado Health Department
(970) 522-3741 x1255 - anncl@nchd.org

Lactation resources for employers

Colorado Employer Toolkit

https://www.colorado.gov/pacific/sites/default/files/PF_BF_CO-Employer-Toolkit.pdf

Making it Work Toolkit

http://www.breastfeedingpartners.org/index.php?option=com_content&view=article&id=164&Itemid=411

Supporting Nursing Moms at Work: Employer Solutions

<http://www.womenshealth.gov/breastfeeding/employer-solutions/index.html>

Lactation resources for employees

LatchME app

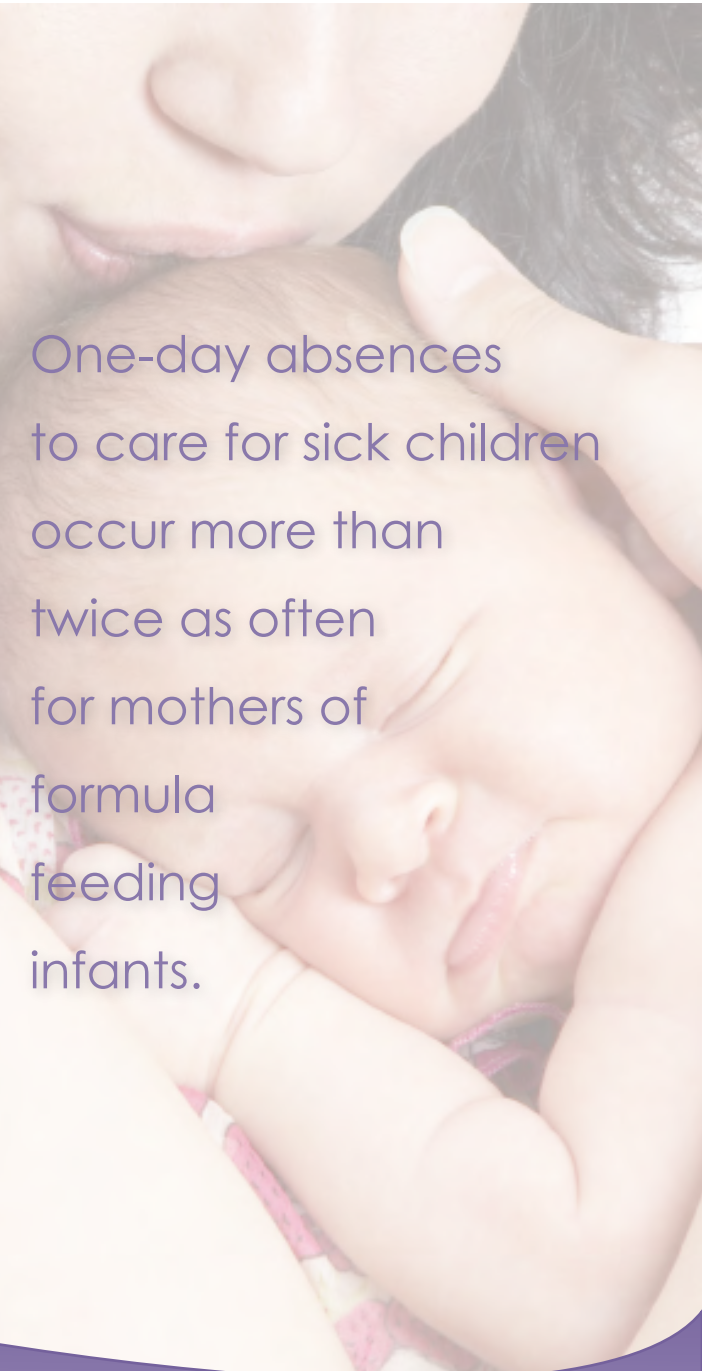
<http://www.latchmd.com/latchMEapp.html/>

Breastfeeding Support

<http://womenshealth.gov/breastfeeding/index.html?from=AtoZ>

Breastfeeding in the workplace: resources for parents

<https://www.colorado.gov/pacific/cdphe/breastfeeding-workplace/parents>



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



**Accommodating
Nursing Mothers
at Work**

Breastfeeding and the law

Both federal and state laws address the requirements, accommodations and enforcement regarding workplace accommodations for nursing mothers. Colorado's law is more stringent than the federal law and supercedes federal requirements.

Colorado's Workplace Accommodations for Nursing Mothers Act

Requirements

Public and private employers who have one or more employees must provide reasonable unpaid break time or permit an employee to use paid break time, meal time, or both, each day to allow the employee to express breast milk for her nursing child for up to two years after the child's birth.

Accommodations

Employers shall make reasonable efforts to provide a room or other location in close proximity to the work area, other than a toilet stall, where an employee can express breast milk in privacy.

Coverage and Enforcement

Colorado law applies to all public and private employers employing one or more employees in the state.

Before an employee may seek litigation for a violation there shall be nonbinding mediation between the employer and the employee.

<https://www.colorado.gov/cdle/NursingMothers>

Supporting your breastfeeding employees helps your bottom line.

Research proves that workplace lactation programs:

- 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

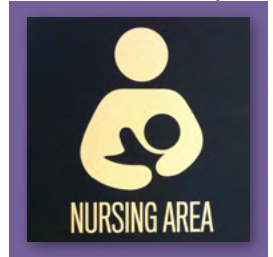
(U.S. Dept of Health and Human Services)

What to include in your lactation policy

- Summarize rationale, the business benefits, health benefits, and the law
- Describe accommodations available for nursing mothers (time, support, space)
- Specify expectations of employees, program participants, management, and coworkers

Sample workplace policies can be found here:
<https://www.colorado.gov/cdphe/breastfeeding-workplace>

Accommodations should be clean, private, have a table, chair and electrical outlet.



If you can't dedicate a small private area, be creative!

Mothers have used conference rooms, server or IT rooms, cubicle areas with privacy screens or curtains, and even pop-up privacy tents or small mobile trailers in more rural, agricultural areas.

Compliance can be easy!