

Making Breastfeeding Work

Providing support to new mothers at work is good for health and good for business! Fremont County Public Health is available to provide support to help your business comply with Colorado and federal laws and improve your bottom line.

It's Good for Business

Hundreds of companies across America provide lactation support program as part of their family-friendly benefit platform.

They've learned that lactation accommodations at work produce a 3-to-1 return of investment due to:

- **Lower health care costs due to healthier babies and moms**
Mutual of Omaha found that their newborn health care costs are three times less when employees participate in the lactation program. They save \$2,146 for each employee!
- **Reduced rate of absenteeism due to infant illness (among both mothers and fathers)**
A major insurance company, CIGNA, found a 77% reduction in lost work time since babies who receive their mother's milk are healthier. The company saves more than \$60,000 per year in lower absenteeism rates.
- **Lower turnover rates**
A 9-company study found that the average return-to-work rate is 94% when a lactation program is provided.
- **Improved employee productivity and loyalty**
Many companies report that their employees are more productive and loyal when they provide women with lactation support, such as time and space to express milk while at work.



Breastfeeding Friendly Location
Sitio Amigable Para Amamantar

It's the Law

In 2008 Colorado lawmakers passed the Workplace Accommodation or Nursing Mothers Act that requires employers to make breastfeeding accommodation in the workplace for the first 2 year so of an employee's child's life by providing:

- **Time** (unpaid or paid break and /or meal time) to breastfeed or pump
- **Private space**, other than a restroom, for the purpose of expressing milk at work

Contact Us

To find out more and begin the steps to improve health, morale and your bottom line, contact:

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719-276-7458



Making Breastfeeding Work

Worksite Self-Assessment



Business Name _____

Contact Person _____

Email _____

Phone _____

Policy: *An explicit policy or set of guidelines outlining organizational support for breastfeeding employees*

Progressing	Breastfeeding Friendly	Breastfeeding Advocate
<ul style="list-style-type: none"> <input type="checkbox"/> We do not have a breastfeeding policy. <input type="checkbox"/> Our breastfeeding policy is informal and is not written or regularly communicated to staff. 	<ul style="list-style-type: none"> <input type="checkbox"/> We have a written breastfeeding policy but it is not regularly distributed or communicated to all employees. <input type="checkbox"/> We have a written policy and it is distributed or communicated to all employees at least once a year. 	<ul style="list-style-type: none"> <input type="checkbox"/> Breastfeeding policy-related information is provided to all new hires. <input type="checkbox"/> Breastfeeding policy-related training is provided to all new managers. <input type="checkbox"/> Our insurance plan covers breastfeeding equipment or breastfeeding services OR we educate our employees on breastfeeding-related benefits available through the Affordable Care Act. <input type="checkbox"/> Our insurance plan notifies our employees that we are a breastfeeding-friendly workplace. <input type="checkbox"/> We contract with a lactation consultant to provide services for all breastfeeding employees.

Time: *Workplace flexibility*

Progressing	Breastfeeding Friendly	Breastfeeding Advocate
<ul style="list-style-type: none"> <input type="checkbox"/> There are significant barriers to mothers scheduling breaks and work patterns to provide time to breastfeed, express, or pump breastmilk during the workday. 	<ul style="list-style-type: none"> <input type="checkbox"/> There are few or no barriers to mothers scheduling breaks and work patterns to provide time to breastfeed, express, or pump breastmilk during the workday. 	<ul style="list-style-type: none"> <input type="checkbox"/> Employees can bring breastfeeding infants to work with them. <input type="checkbox"/> Childcare is available and accessible to employees and accommodates breastfeeding.

Space: *Accessible, clean, private, and safe space other than a bathroom for employees to express or pump breastmilk*

Progressing	Breastfeeding Friendly	Breastfeeding Advocate
<ul style="list-style-type: none"> <input type="checkbox"/> There are no designated breastfeeding rooms available. <input type="checkbox"/> Breastfeeding rooms are only available and identified as the need arises. 	<ul style="list-style-type: none"> <input type="checkbox"/> Prioritized breastfeeding room(s) are identified and can be used by employees as needed. <input type="checkbox"/> Breastfeeding rooms are solely designated as breastfeeding room(s) for employees. 	<ul style="list-style-type: none"> <input type="checkbox"/> Refrigerator space is prioritized for breastmilk storage in proximity to the pumping space. <input type="checkbox"/> A functioning sink is in proximity to the pumping space for employees to clean pumping equipment. <input type="checkbox"/> Breastfeeding-friendly messaging and/or graphics are around the workplace <input type="checkbox"/> We have electric breast pumps available for breastfeeding employees. <input type="checkbox"/> We have pump kits available for breastfeeding employees. <input type="checkbox"/> We publicize that customers may breastfeed in public spaces.