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:

Christina Taylor, Project Coordinator Christina.taylor@fremontco.com 719-276-7458



Making Breastfeeding Work



Business Name _____



Email	Phone	
Policy: An explicit policy or set of guidelines outlining organizational support for breastfeeding employees		
Progressing	Breastfeeding Friendly	Breastfeeding Advocate
 □ We do not have a breastfeeding policy. □ Our breastfeeding policy is informal and is not written or regularly communicated to staff. 	 □ We have a written breastfeeding policy but it is not regularly distributed or communicated to all employees. □ We have a written policy and it is distributed or communicated to all employees at least once a year. 	 □ Breastfeeding policy-related information is provided to all new hires. □ Breastfeeding policy-related training is provided to all new managers. □ Our insurance plan covers breastfeeding equipment or breastfeeding services OR we educate our employees on breastfeeding-related benefits available through the Affordable Care Act. □ Our insurance plan notifies our employees that we are a breastfeeding-friendly workplace. □ We contract with a lactation consultant to provide services for all breastfeeding employees.
Time: Workplace flexibility		
Progressing	Breastfeeding Friendly	Breastfeeding Advocate
☐ There are significant barriers to mothers scheduling breaks and work patterns to provide time to breastfeed, express, or pump breastmilk during the workday.	☐ 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.	 Employees can bring breastfeeding infants to work with them. 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
☐ There are no designated breastfeeding	☐ Prioritized breastfeeding room(s)	☐ Refrigerator space is prioritized for

Contact Person _____

are identified and can be used by breastmilk storage in proximity to the rooms available. Breastfeeding rooms are only available employees as needed. pumping space. and identified as the need arises. ☐ Breastfeeding rooms are solely ☐ A functioning sink is in proximity to the designated as breastfeeding room(s) pumping space for employees to clean for employees. pumping equipment. ☐ Breastfeeding-friendly messaging and/ or graphics are around the workplace ☐ We have electric breast pumps available for breastfeeding employees. ☐ We have pump kits available for breastfeeding employees. ☐ We publicize that customers may breastfeed in public spaces.