

BREASTFEEDING RESOURCES – COLORADO STATE LAW

The Fair Labor Standards Act was amended by the Patient Protection and Affordable Care Act to require employers to grant reasonable breaks for nursing mothers and provide a private location, other than a toilet stall in a restroom, for them to express milk. Our Colorado State Law “Workplace Accommodations for Nursing Mothers Act” is more restrictive and requires the following:

- 1) Employer will provide reasonable time (unpaid break time or permit an employee to use paid break time, meal time or both) for a nursing mother to express milk for **up to two years after the child’s birth.**
- 2) Employer shall make reasonable efforts to provide a private room or other location **in close proximity to the work area.** (other than a toilet stall in a restroom)

“Reasonable efforts” are defined as any effort that would not impose an undue hardship on the operation of the employer’s business; “undue hardship” is defined as any action that requires significant difficulty or expense when considered in relation to factors such as the size of the business, the financial resources of the business, or the nature and structure of its operation.

It is incumbent upon the University to make such areas available to our nursing mothers that are near their work location. These are areas that we offer to students and visitors as well.

BREASTFEEDING RESOURCES – LOCATIONS

Current locations as of 5/3/2013:

Campus	Location	Contact
Anschutz Medical Campus	ED2 North – College of Nursing	Al Schmidt 303-724-1489 or Carla Johnson 303-724-1697
Anschutz Medical Campus	Pharmacy building – Room V20-4122	Jay Rodenburg 303-724-2648 or jay.rodenburg@ucdenver.edu
Anschutz Medical Campus	Research 1 South – Room 2105	
Anschutz Medical Campus	Children’s Hospital <ul style="list-style-type: none"> • NICU 4th floor • West side 6th floor • West side 8th floor • East Tower CICU 3rd floor • OR Waiting Area 2nd floor • Village Pavilion 6th floor • Between OP pavilion and Boettcher Atrium 1st floor 	Children’s Hospital Lactation Office 720-777-7548 Available to staff members and as availability permits.
Anschutz Medical Campus	University of Colorado Hospital 5 th floor birth center lactation office – Room 4077	Lactation support services 720-848-4145
Anschutz Medical Campus	University of Colorado Hospital 5 th floor east side – Room 5205	Open access
Anschutz Medical Campus	University of Colorado Hospital 4 th floor near NICU	Receptionist
Boulder	Lactation Room for New Mothers - Engineering Center – DLC 201	JoAnn Zelasko 303-492-7720 or joann.zelasko@colorado.edu
Boulder	Center for Community - 4th floor adjacent to gender neutral bathroom	
Boulder	Law School - within bathroom on 1 st floor	
Colorado Springs	By request	Cindy Corwin 719-255-3372 or ccorwin@uccs.edu
Downtown (Denver)	Science Building – Room 2088	Check out a key from the Institute for Women’s Studies and Services at 1059 9 th St. Park.
Downtown (Denver)	Business School – Room 5001	Open access
Downtown (Denver)	The Institute for Women’s Studies and Services, 1059 9 th Street Park, Room 205 (Auraria Campus) 303-556-8441	Check in with staff member in reception area.
Downtown (Denver)	Student Success Building – Room 321	Obtain a key from Human Resources in Room 309.
Systems	1800 Grant Street – within bathroom on 1 st floor	

BREASTFEEDING RESOURCES – TIPS FOR TALKING WITH YOUR EMPLOYER

(Adapted from <http://www.breastmilkcounts.com/talking-to-your-employers.php>)

It is a good idea to talk with your employer or boss about pumping at work before you have your baby. This will not only help your employer provide a supportive breastfeeding environment, it will give you peace of mind as you prepare to return to work.

Some employers may not know very much about the importance of breastfeeding for you or for your baby. They may also not be aware of the law. While speaking to your boss with confidence, here are some simple tips to help you communicate effectively:

- Before talking to your employer or school, talk to your friends and family. Find out if they have any experience with breastfeeding and working and ask for their support.
- Talk to your coworkers. You may find other mothers who have pumped at work before. Also, is anyone else currently pregnant or breastfeeding? If so, consider meeting with your boss together to make arrangements.
- If not provided, look for a pumping space that you are willing to use. Be clear about what you need in terms of space and time.
- Talk to the human resources (HR) department. HR will know of policies or programs that may help you combine working and breastfeeding. There may also be resources available (e.g., employee wellness program, occupational nurse, employee relations program) that may be able to support you in talking with your employer.
- Schedule a meeting or write a letter /email to your employer to discuss your return.
- Before your meeting, practice what you plan to say to your employer with your friends or family. This will help you ease your nerves and be prepared.
- If you think the conversation will be difficult, make it about your baby instead of yourself. Being an advocate for your child can often be easier than for yourself.
- At your appointment:
 - Talk to your employer about pumping at work or nursing on site.
 - Explain why breastfeeding is important to you, your baby, and how it benefits companies as well.
 - Offer to come in early and stay late to make up for the time you need to pump.
 - If possible, bring in a plan that includes how often and where you would pump and store your milk so that your employer does not have to do any work. (See below)
 - Discuss any questions or concerns your employer has.

Your employer can experience up to a \$3 return for every \$1 invested in creating a supportive environment for breastfeeding employees. Studies show that employers that support breastfeeding have:

- Less absenteeism and lower healthcare costs because breastfed babies tend to get sick less often
- Lower employee turnover and increased employee loyalty due to employee satisfaction
- Increased productivity

SAMPLE PUMPING SCHEDULE (8am-5pm shift) – FIRST 6 MONTHS

7:00AM	Before leaving for work	Breastfeed
10:00AM	Morning break	Pump
12:30PM	Lunch	Pump
3:00PM	Afternoon break	Pump
5:30PM	After returning from work	Breastfeed

SAMPLE PUMPING SCHEDULE (8am-5pm shift) – 6-12 MONTHS

7:00AM	Before leaving for work	Breastfeed
11:30AM	Lunch	Pump
3:00PM	Afternoon break	Pump
5:30PM	After returning from work	Breastfeed