

*****This message is being sent to all WIC Coordinators*****

Happy World Breastfeeding Week — "Mother Support: Going for the Gold"

If you are looking for an outreach idea to support working, breastfeeding women--look no further!

The attached word documents are for breastfeeding employees and employers ensuring there are adequate rest periods for expressing milk at work.

First Attachment--Employee Letter Requesting BF Support

A memo for the breastfeeding *employee* to submit to her employer showing intention to express breastmilk at work. Please give this document to your breastfeeding, working friends, family and neighbors and make sure they know about WIC.

Second attachment--Employer Memo to Support BF

A memo for the *employer* noting support for the specific rest periods and location for breastmilk expression. I encourage you to share this document with other health department programs and especially employers in your community. Please make sure to include a 2007 Annual Report for those employers or local businesses that may not be familiar with our wonderful WIC services. By the way, this memo was created by Wasco-Sherman and they were gracious enough to share it---thanks Wasco-Sherman WIC!

If you need more information on this law requiring Oregon employers to provide rest periods for expression of breastmilk, check out:

www.oregon.gov/DHS/ph/bf/hb2372.shtml#background

Also attached are some breastfeeding photos in honor of World Breastfeeding Week.

Please let Nhu or myself know if you have any questions or thoughts on this outreach. Happy August!

[Insert date]

Dear [insert employer's name],

I am submitting this letter to let you know that I plan to continue breastfeeding my baby when I return to work. Beginning on [insert approximate date], I will need breaks at regular intervals during the workday to pump breast milk so as to maintain my milk supply and to provide breast milk for my child when we are apart. Oregon's new law, effective January 1, 2008, requires that employers provide a clean, private place for breastfeeding mothers to express breast milk. The law requires a 30 minute rest period for every 4 hours worked. This is the minimum time needed to go to the pumping area, set up the pump, express the breast milk, disassemble and clean the pump parts, and return to work.

This letter fulfills my responsibility to provide you with advance notice of my intention to breastfeed, so that suitable arrangements can be made regarding a pumping location, as well as any work schedule modifications. I would appreciate a note or memo back from you indicating you understand my intentions and are working on a plan to accommodate this need.

Breast milk protects both mothers and children from many health risks. Employers benefit, too, especially since absenteeism is reduced. Thank you for your willingness to make these accommodations for me and other breastfeeding mothers. You are helping to protect the health of working mothers and their children.

Sincerely,

[insert employee's name]

Employer Name
Address
Phone Number

MEMO

Date:

To: Breastfeeding employee

From: Employer

Subject: **Breast Milk Expression Plan** (in accordance with the new Mother Friendly Breastfeeding Workplace – HB 2372)

To be in compliance with the final rules for milk expression rest periods, the following items have been implemented allowing for the healthiest start for your new baby:

1. Effective January 1, 2008, employers with 25 or more employees must make reasonable efforts to provide private space and time for nursing mothers who request a place to express milk for their newborns 18 months of age and younger.
2. The location must be in close proximity to the employee's work area, and cannot be a toilet stall or restroom.
3. Businesses would not necessarily have to have a dedicated lactation room. A vacant office or conference room could suffice, so long as it is private. A cubicle is not considered private.
4. An employee must provide reasonable written or verbal notice to her employer that she intends to express breastmilk at work.
5. All employers must comply unless they can prove it would cause undue hardship.
6. There is a \$1,000 fine per incident for non-compliance.

As your employer, I encourage you to take at least 30 minutes to express milk every 4 hours worked. This is the minimal requirement by law. It appears you have chosen the times 10 to 10:30 AM and 3:00 to 3:30PM for pump set up, expression, and clean up of equipment. The most private and comfortable location for this is Conference Room 1A.

On behalf of Employer Name, I support and celebrate your desire to breastfeed and provide the best nourishment for your baby. If there are any further accommodations that can be honored, please let me know.

Congratulations!