



## Employer Pledge for Breastfeeding Mothers

\_\_\_\_\_ (company name) recognizes the many health benefits when mothers provide breast milk to their newborns at least six months following birth. According to the American Academy of Pediatrics and other professional healthcare organizations, mothers who breastfeed their newborns for a minimum of six months can see a number of benefits, including:

- Breastfeeding protects babies from infections and illnesses that include diarrhea, ear infections, pneumonia, and inflammatory bowel syndrome.
- Breastfed babies are less likely to develop asthma, and are less likely to be readmitted to the hospital for other illnesses.
- Children who are breastfed for six months are less likely to become obese, and have a reduced chance of developing type 2 diabetes.
- Breastfeeding reduces the risk of sudden infant death syndrome (SIDS).
- Mothers who breastfeed have a decreased risk of breast and ovarian cancers.

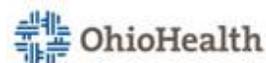
The Patient Protection and Affordable Care Act, which took effect March 23, 2010, requires employers to provide reasonable break time for nursing mothers to express breast milk for one year following the child's birth.

In order to assist our associates who recently gave birth and are planning to breastfeed and to comply with the federal health care reform legislation, \_\_\_\_\_ (company name) pledges to adopt the following policies:

### Corporate Pledge on Expressing Milk for a Nursing Mother while at Work

Associates shall be provided a private place to express their milk.

- The space shall be shielded from view and free from intrusion from coworkers and the public.
- A bathroom, even if private, is not a permissible location.



- Associates may use their private office for breast milk expression.

Associates without private offices should notify their immediate supervisor to request an available space in which they can express breast milk. The supervisor should identify an appropriate space and notify the associate when such space has been identified.

Associate shall be provided reasonable break times to express breast milk for nursing her child for at least one year following the child's birth. Supervisors are encouraged to work within existing policies regarding breaks and hours of work to accommodate associates who wish to use the facilities for expressing milk.

\_\_\_\_\_ (company name) may consider providing sufficient space for the refrigeration for the storing of expressed milk until the end of the workday during which the milk was expressed.

This pledge to support our associates who return to work and are committed to breastfeeding their newborns is made by:

\_\_\_\_\_  
Company Name

\_\_\_\_\_  
Name, Authorized Representative

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature

