[Insert physician name]

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To Whom It May Concern:

I am the physician caring for your employee, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and I am writing to make you aware of their need for breast pumping accommodations. The American Academy of Pediatrics (AAP) supports the medical benefits of breastfeeding in its position statement, which states, “Breastfeeding and human milk are the normative standards for infant feeding and nutrition. Given the documented short- and long-term medical and neurodevelopmental advantages of breastfeeding, infant nutrition should be considered a public health issue and not only a lifestyle choice [1].” Additionally, according to the American College of Obstetrics and Gynecologists (ACOG), “breastfeeding is associated with a decrease in a woman’s risk of breast cancer, ovarian cancer, diabetes mellitus, and hypertensive heart disease [2].” During periods of separation (while a parent is at work), breast pumping is the only means for providing breastmilk to their infant and maintaining their own health. You, as the employer, can ensure you are in support and in compliance with federal (Federal Law Section 7(r) of the Fair Labor Standards Act) and state ([Ill. Rev. Stat. ch. 820 § 260](http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=100-1003)) laws by providing a breastfeeding-supportive workplace environment with the following:

1) Provide a private place for expressing milk. This should not be a bathroom and should be readily available and private.

2) Allow breaks for pumping at intervals that are similar to the parent’s natural breastfeeding intervals.

a. There is normal variation in interval frequency, but a typical interval would be every 2–3 hours for babies under 6 months.

b. Each session typically lasts 15–20 minutes.

c. It is recommended that breastfeeding continue for at least 12 months, and thereafter for as long as mutually desired”[1] by both the AAP and the US Surgeon General.

d. A flexible work schedule is also helpful.

3) Provide access to a nearby sink for the parent to wash their hands and rinse their pumping equipment.

4) Provide access to a clean place such as a refrigerator for milk storage.

a. The milk can be stored in containers inside a bag to maintain privacy.

b. Note that breast milk is not considered a biohazardous body fluid.

Research shows that providing a lactation support program is not only highly desired by breastfeeding employees who return to work after childbirth, it can also improve your company's return on investment (ROI) by saving money in health care and employee expenses. Furthermore, it can improve employee morale, reduce absenteeism, and increase employee retention. You can find

more information for how to support this employee and other lactating employees at<https://www.womenshealth.gov/breastfeeding/breastfeeding-home-work-and-public/breastfeeding-and-going-back-work/business-case>. Additionally, further resources and ways to report violations of these laws may be found here:<https://www.dol.gov/agencies/whd/nursing-mothers>. Thank you in advance for your support; please do not hesitate to contact me with any questions at XXX-XXX-XXXX.

Sincerely,

XXXXX MD

[1] The American Academy of Pediatrics, Work Group on Breastfeeding*. Breastfeeding and the Use of Human Milk*, Pediatrics March 2012, 129 (3) e827-e841; DOI: <https://doi.org/10.1542/peds.2011-3552>.

[2] Breastfeeding Challenges: ACOG Committee Opinion, Number 820. Obstet Gynecol. 2021 Feb 1;137(2):e42-e53. doi: 10.1097/AOG.0000000000004253.