

Date: \_\_\_\_\_

To \_\_\_\_\_:

I am writing regarding your employee, Ms. \_\_\_\_\_. She soon will be returning to her employment after having her baby. As her child's pediatrician, I have recommended that she continue breastfeeding her baby for at least one year.

Mothers who express milk at work breastfeed their children longer. Research shows that the earlier a baby stops breastfeeding, the higher the baby's risk of ear infections, diarrhea, and respiratory infections. The earlier a mother stops breastfeeding, the higher her risk is of breast and ovarian cancer.

Encouraging breastfeeding also benefits employers. Breastfed infants are healthier and therefore employees with breastfed infants have reduced absenteeism to care for sick infants. This ultimately saves employers money. A breastfeeding friendly workplace could enhance recruitment and improve employee job satisfaction and retention.

It is important that Ms. \_\_\_\_\_ be able to express or breastfeed her baby about every 3 to 4 hours while at work to maintain her milk supply. The District of Columbia's The Child's Right to Nurse Human Rights Amendment Act of 2007 states that:

*An employer shall provide reasonable daily unpaid break-time, as required by an employee so she may express breast milk for her child.*

and

*An employee shall make reasonable efforts to provide a sanitary room or other location in close proximity to the work area, other than a bathroom or toilet stall, where an employee can express her breast milk in privacy and security.*

This bill is found at <http://dccouncil.washington.dc.us/images/00001/20070312134956.pdf>

Thank you for your efforts to help your employees and their babies stay healthy. Please contact me if you have any questions or concerns.

Sincerely,