

Pumping at Work

Talking Points for You and Your Employer

Returning to work can be a big transition for a new mom, and if you're planning on continuing to provide breast milk to your baby, you need to discuss this with your employer. These conversations are not always easy, so we've put together this list of talking points for you to help guide the conversation.

Your Intent

Help your employer understand your breastfeeding goals as it relates to your return to the workplace.

- It is very important to me to continue providing breast milk for my new baby after returning to work.
- I have a goal of providing breast milk to my baby for his/her first _____ months/years.

Your Reasoning

Though you may or may not need to cover this in your conversation, remember that some employers may not be aware of the benefits of breast milk. Visit www.medelabreastfeedingus.com/breastfeeding-guidance for information on why breastfeeding is best for mom and baby.

- The American Academy of Pediatrics (AAP)¹ recommends moms provide breast milk for a baby's first year of life, and I want to do everything to give my baby the best start possible.
- I've decided to provide breast milk to my baby because it's been shown to be the best option for both my health and my baby's.
- Employers who allow their employees to breastfeed see fewer missed days due to baby illness, lower healthcare costs, and increased productivity, loyalty, and employee satisfaction. This opportunity will allow me to be a more focused and productive employee than I would be without it.

Your Plan

Show your employer that you've thought through how you will balance your work responsibilities with your pumping schedule by having a plan in place. Remember to be flexible about the plan while still ensuring that you have the time and resources you need to succeed in your breastfeeding goals.

- I have put together an example of what my daily schedule could look like with pumping breaks included.
- Here's how I plan to be able to balance my work responsibilities with my pumping time...

Ask What Resources They Can Provide

- What is the best way for us to manage my pumping schedule?
- I'll need a private space to pump. Can you tell me where this will be?

Most employers will be supportive of your breastfeeding goals. If you feel you are not receiving the proper support or resources from your employer, remind them of your rights as a working mother.

- [Section 4207 of the Affordable Care Act](#) states that employers are required to provide "reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth each time such employee has need to express the milk." Employers are also required to provide "a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk."

Remember

Be proud that you have made the commitment to provide the benefits of breast milk to your baby. A new mom pumping at work is mutually beneficial to both employee and employer, and you are well within your rights to request the time and resources to do so. **Way to go, mom!**

¹AAP Policy Statement. (2012). Breastfeeding and the use of human milk. Pediatrics, 115, 3827-41.