



Pumping needs at work – if an employee plans to pump breast milk when they return, be aware of the resources they may need to rely on and the schedule adjustments they may require.

- Know the Fair Labor Standards Act (FLSA) and any relevant state or local laws
 - The FLSA requires employers to provide adequate break time and a private lactation space to pump for non-exempt (hourly) employees
 - Information on state laws can be found at: [Mamava.com/breastfeeding-laws](https://www.mamava.com/breastfeeding-laws)
- Understand the company policies regarding support for breastfeeding needs
 - Lactation Accommodation Policy
 - Breast milk shipping services for employees who travel for work
 - Lactation Consulting or other support services
- Accommodate pumping schedule needs: blocking time for exempt employees, and arranging a break schedule for non-exempt employees (with appropriate workload coverage, if necessary)
- Lactation space and supplies
 - How/where to schedule or reserve time in the lactation space
 - Where to store and refrigerate breast milk
 - What supplies are offered in the lactation space
- If your company offers a hospital-grade medela breast pump in your lactation space, explain to the employee that they will need their own breast pump, and advise where they can get one

To learn more about Medela's resources for employers, visit [NewMomsHealthyReturns.com](https://www.newmomshealthyreturns.com).