

Returning to Work and Breastfeeding: You Can Make it Work



Working and Breastfeeding It's the Law!

In the United States, During the Workday Mothers Have a Right to Express their Milk

Fair Labor Standards Act (FLSA), Section 7

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 the employee needs 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."

Employers **are not** required to pay nursing mothers for breaks taken for expressing milk. However, where employers already provide paid breaks, the employer must pay an employee who uses those breaks to express milk.

Any employee, who is "discharged or in any other manner discriminated against" because, for instance, he or she has filed a complaint or cooperated in an investigation, may file a retaliation complaint.

For specific legal information see reverse side of this card.

How to Get a Breast Pump

The Affordable Care Act currently guarantees that health insurance plans (except for grandfathered plans) must cover breastfeeding support, including:

- Support, counseling, and equipment for the duration of breastfeeding
- The cost of a breast pump--either a rental unit or a new one you'll keep

Your insurance plan will often follow your doctor's recommendations on what is medically appropriate. Some insurance plans may require pre-authorization from your doctor. **Talk to your doctor to find out what this means for you.**

For more information on how insurance works, visit www.healthcare.gov

How to Talk With Your Employer

- Explain to your employer the health benefits of breastfeeding your baby
- Let your employer know about lower absenteeism among breastfeeding mothers
- Discuss your company's maternity leave, part-time and job sharing policies
- Arrange for flexible breaks and work hours to accommodate pumping and breastfeeding
- Encourage your employer to provide a private area that is clean and comfortable to express milk and store milk during work hours
- Discuss the option of bringing your baby to work with you or visiting the baby to nurse during the day

SAMPLE PUMPING SCHEDULE (8-5 SHIFT) FIRST 6 MONTHS				
Before You Leave	Morning Break	Lunch	Afternoon Break	At Child-Care Site or Home
7AM	10AM	12:30PM	3PM	5:30PM
BREASTFEED	PUMP	PUMP	PUMP	BREASTFEED

SAMPLE PUMPING SCHEDULE (8-5 SHIFT) 6-12 MONTHS			
Before You Leave	Lunch	Afternoon Break	All the Child-Care Site or Home
7AM	11:30PM	3PM	5:30PM
BREASTFEED	PUMP	PUMP	BREASTFEED

How to Report Non-compliance or Retaliation

Contact your local US Department of Labor Wage and Hour Division Office or the National Office if you feel that you have not had access to proper accommodations.

Milwaukee Area Office
US Dept. of Labor
Phone: (414) 297-1590
Milwaukee, WI 53203

U. S. Department of Labor
1-866-4-USWAGE (1-866-487-9243)
Frances Perkins Building
Wage & Hour Division
200 Constitution Avenue, NW
310 W. Wisconsin Ave., Suite 1170
Washington, DC 20210
1-866-4US-WAGE (487-9243) or
www.dol.gov/whd

For more information on returning to work while continuing to breastfeed, visit: www.womenshealth.gov/breastfeeding/employer-solutions/nursing-moms.html



African American Breastfeeding Network Inc.

 <http://aabnetwork.org>

For additional information contact AABN at 414.617.3441
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