

## Resources to help navigate your discussion with your supervisor about lactation needs

We recommend that you talk to your supervisor before you go on parental leave about your intention to pump while at work. This provides you and your supervisor with time to identify how to best incorporate the time for pumping into your work day. Sharing the following information will also help your supervisor to ensure that they are complying with Minnesota statutes, federal law, and Macalester College's guidelines, while answering some common questions about the needs of lactating parents.

### **Addressing the Need for Breaks to Pump**

- Minnesota State Statute<sup>1</sup> and federal law<sup>2</sup> require that an employer make an effort to arrange for a private location separate from a bathroom where an employee can express milk, and provide unpaid break time to do so.
- Macalester College's campus culture fosters a workplace that helps all employees manage both their work obligations and their personal responsibilities, such as providing human milk for an infant.

### **Addressing the Pumping Schedule**

- While an employee with a newborn infant will typically be able to maintain a good milk supply by pumping approximately three times per workday for around 15-20 minutes each session, we acknowledge every person's pumping experience will be different and employees should talk with their supervisors to create a plan.
- Depending on the location of the pumping room, you may need to add travel time to the estimated break time.
- With a little bit of planning, work environments are able to accommodate these breaks for an employee.
- As the infant gets older, the employee may need to pump less frequently. Work together to create a schedule that fits both the employee and department needs while understanding the need for flexibility.

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<sup>1</sup> [Minnesota Statutes 181.939](#)

<sup>2</sup> [Patient Protection and Affordable Care Act](#)