

UNDERSTANDING MINNESOTA LAW

MN Statute 145.905

A mother may breastfeed in any location, public or private, where the mother and child are otherwise authorized to be. Breastfeeding is not considered indecent exposure.

MN Statute 181.939

An employer must provide reasonable accommodations to pregnant employees including:

- More frequent restroom, food, and water breaks
- Seating
- Limits on lifting more than 20 pounds
- Other workplace change requests if advised by a health care provider or doula

An employer must provide break time daily to allow an employee to express milk for their infant. The space should be near the work area, private, free from intrusion, and include access to an electric outlet.

The area should not be a bathroom.

MN Statute 181.941

Employees may take up to 12 weeks of unpaid leave upon the birth or adoption of their child when:

- They work for a company with 21+ employees
- They have been with the company 12+ months
- They worked at least half time during the past 12 months

When does parental leave start?

- Within 12 months of the birth or adoption
- Employees can choose when the leave will begin and must request the leave from their employer
- Employers can adopt reasonable policies about when requests for leave must be made

RESOURCES

Carlton County Public Health
218-879-4511

Women, Infants & Children (WIC)
218-878-2853

Fond du Lac Public Health
218-879-1227

Northland Breastfeeding Coalition
www.northlandbreastfeedingcoalition.org

Community Memorial Hospital
“A Nesting Place”
218-499-6702
2nd & 4th Tuesday of the month; Pine Meeting Room

International Board Certified Lactation Consultant
Jana Wolter BSN, PHN, IBCLC
218-398-4585

Community Memorial Hospital OB/GYN
218-879-4641

Essentia Moose Lake OB/GYN
218-485-4481

La Leche League
www.llli.org
www.llofmndas.org

CARLTON COUNTY

— BREASTFEEDING GUIDE FOR —

WORKING MOTHERS



Provided by Carlton County Public Health

Family Home Visiting Team
14 N 11th Street, Cloquet MN 55720
218-879-4511
FHV.Team@co.carlton.mn.us





DAILY CHECKLIST



BEFORE WORK

- Breastfeed your baby
- Put your pump, storage containers, and ice packs in your milk cooler
- Double check that there is enough breast milk for your baby while you are at work

AT WORK

- Try to pump on time according to the schedule that you have set up. It should be around every three hours.
- Never let it extend past four hours — this may increase the risk of engorgement at work.

AT HOME

- Label and refrigerate the breast milk you pumped at work. If your baby will need that milk the next day, put it in the fridge. Otherwise it should go in the freezer
- Continue breastfeeding your baby
- Make sure you carve out one-on-one time for you and your baby. That time should include skin-to-skin contact.

BEFORE BED

- Clean your pumps and bottles and allow to air dry overnight
- Make your lunch and pack snacks

RETURNING TO WORK

Before returning to work

- Talk with your insurance provider to get a pump (they should cover it)
- Start stockpiling breast milk in the freezer
- Talk to your employer to figure out adjustments
- Make sure you have all the equipment you will need
- Give your plan a trial run

TIP:

Make sure you transport bottles of your breast milk safely to the child care site to prevent it from spoiling.

Clearly label each bottle with your baby's name and the date the milk was pumped.

Transport it in an insulated bag or cooler with ice to keep it cold, and put it in the refrigerator or freezer as soon as you arrive.

YOUR FIRST WEEK BACK AT WORK

- Be prepared for an emotional week—leaving your baby is not easy.
- Make sure you pump regularly to maintain your milk supply
- Keep your chin up! The first week is usually the hardest.

SAMPLE PUMPING SCHEDULE:

- 6:00 AM: Breastfeed your baby before you leave for work
- 9:00 AM: Pump during break
- 12:00 PM: Pump during lunch
- 3:00 PM: Pump during break
- 5:00 PM: Pump final time at work or when picking up your child at childcare