

HELPFUL TIPS

- Have a written policy to help ensure compliance and communication
- Ask about the needs of nursing moms in your workplace and develop a plan to address those needs
- Provide community resource information to nursing moms in your workplace
- Identify space and time options that comply with the law
- Train supervisors and coworkers on the law and company policies
- Contact the City of Bloomington Public Health Division for further assistance at 952-563-8900 or publichealth@BloomingtonMN.gov



HOW TO



APPLY THE LAW AND SUPPORT NURSING MOMS

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MINNESOTA STATE STATUTE 181.939



- Applies to any employer with one or more employees
- Prohibits an employer from acting against an employee for speaking up about her rights or requirements to express breastmilk
- Applies whether nursing mom is or isn't a citizen or working legally in the U.S. (Federal Law)

TIME

Employers must provide nursing moms a reasonable unpaid break and a set space to express breastmilk.



An employer must provide a *reasonable unpaid break** each day to an employee who needs to express breastmilk.

The break time must, if possible, run concurrently with any break already provided to the employee.

**The amount of time can be negotiable and should not unduly disrupt operations of the employer.*

SPACE

The employer must make reasonable efforts to provide a private room or other intrusion-free space near the work area.

The space should include an electrical outlet and table for a pump. Bathrooms are not an acceptable use of space for sanitary reasons.



RETURN ON INVESTMENT

How following the law promotes a 3 to 1 return on investment:

- Reduces absenteeism
- Lowers health care costs
- Promotes lower turnover and higher retention rates
- Encourages higher productivity and loyalty
- Provides good public relations

The Business Case for Breastfeeding. U.S. Department of Health and Human Services, Health Resources and Services Administration, Maternal and Child Health Bureau: 2008

QUESTIONS?

The City of Bloomington Public Health Division is available to answer any questions or provide assistance as your workplace becomes breastfeeding friendly.

Public Health Division
952-563-8900 or
publichealth@BloomingtonMN.gov.