

Sample Worksite Breastfeeding Policy

Breastfeeding has been shown to be the superior form of infant nutrition, providing a multitude of health benefits to both moms and babies. Because breastfeeding employees need ongoing support in the worksite to be able to provide milk for their babies and to comply with Minnesota breastfeeding laws, <<Company Name>> subscribes to the following policy:

1. Employees shall be provided a place to breastfeed or express their milk.

An employee lactation room is provided as a private and sanitary place for breastfeeding employees to express milk during work hours. This room provides an electrical outlet, comfortable chair, and nearby access to running water. Employees may use their private office (when applicable) for breastfeeding or milk expression.

2. Employees shall be provided flexible breaks to accommodate breastfeeding or milk expression.

A breastfeeding employee shall be provided a flexible schedule for breastfeeding or pumping to provide breast milk for her baby. The time would not exceed normal time allowed for lunch and breaks. For time exceeding normal lunch and break time, employee may use sick leave or flex time if approved by manager.

3. Accommodations will be made for safe storage of expressed breast milk.

Employees may use their own cooler packs to store expressed breast milk, or may store milk in a designated refrigerator/freezer. Employees should provide their own containers, clearly labeled with name and date. Those using the refrigerator are responsible for keeping it clean.

4. Breastfeeding education will be made available to all pregnant and breastfeeding employees.

The company will provide information on breastfeeding to all pregnant and breastfeeding employees, including local resources. In addition, positive promotion of breastfeeding will be included in communications with staff and the breastfeeding policy will be incorporated into new employee orientation.