



## We get it.

We know that you're pumping in bathrooms, storage closets, borrowed offices, and empty conference rooms.

We know about that day you left your breast pump at home. Thank goodness for Emily and her big blue scarf. Wouldn't it be easier if you had a pump you could leave at work? Wouldn't it be better if traveling for your job didn't mean carrying your breast milk in a cooler all the way from San Francisco to Boston, relying on the kindness of airport bartenders to replenish you with fresh ice to keep the goods cold?

You love your baby—and want to be the best employee you can be. But managing this balance without the right support can suck you dry.

**We get it. And we care.** That's why we created a solution that helps employers take the stress out of coming back to work after baby—by offering full-circle support for breastfeeding parents. We're talking about the best breast pumps, dignified lactation spaces, 24/7 virtual support, and milk shipping. But we need you to help us spread the word, so we've provided this tool kit to make it easy.

We can make returning to work after having a baby easier. Let's change the culture of breastfeeding and pumping at work. Together.

Love,  
Medela and Mamava

# Be your own advocate

## Step 1: Know your rights

The federal Fair Labor Standards Act (FLSA) requires break time and a private lactation space for non-exempt breastfeeding employees. Many states and cities have additional lactation accommodation laws.

## Step 2: Know your benefits

Check your employee policies to understand what, if any, support your workplace offers breastfeeding parents. You may be well supported. If not, proceed to Step 3.

## Step 3: Ask for what you need

Requesting lactation accommodations can feel uncomfortable—here is a template you might use:

Dear [HR or Benefits Director],

I plan to breastfeed [*I am a breastfeeding parent*]. It's important to be the most effective employee—and the best parent—I can be. For me, that means breastfeeding my baby, which requires pumping breast milk when I'm at work.

The American Academy of Pediatrics recommends breastfeeding exclusively for the first six months and breastfeeding for a year or longer.

To meet my goals, I'll [*I*] need to pump breast milk every three to four hours. At minimum, a lactation space needs to have a locking door, a place to sit, a plug for a pump—and be available when I need it.

I understand that supporting breastfeeding parents can be complicated, so I wanted to let you know about a program from Medela and Mamava that can make it easier for companies to provide the spaces and services breastfeeding parents need. You can learn more about this program at [KinBenefits.com](https://KinBenefits.com).

Thank you for considering my needs. Please reach out with any questions.

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