

Tips for Talking to Your Employer

DECEMBER 2023

Sharing the news about your pregnancy and pumping needs with your employer can be intimidating. Follow these tips to help you feel prepared for the conversation.

Don't wait.

- Talk to your employer during your pregnancy to prepare for expressing milk after your baby is born. This gives you and your employer time to prepare a space and plan for when you'll take your pumping breaks.

Be positive.

- Talk to your employer about how supporting *you* to provide your milk to your baby benefits *them* too. Babies who drink human milk are healthier which means less missed work and lower health care costs. Supporting breastfeeding employees saves businesses money and reduces turnover.
- Share the [Breastfeeding Information for Workplaces](#) resource with your employer. This resource educates employers about the value of supporting milk expression in the workplace.

Speak up.

- It's OK to tell your employer your needs and rights. The rights extend to all workers regardless of immigration status or number of hours you work.
- Since the law was recently updated as of July 1, 2023, your employer might not be aware of the changes. Share the [Nursing Mothers, Lactating Employees, and Pregnancy Accommodations employee notice](#) with your employer. They should provide this notice to all new hires and when an employee requests parental leave.

Bring a coworker.

- Has a coworker recently received accommodations for pregnancy or expressing milk? It can be helpful to learn from others' experiences and have the moral support from a trusted coworker while talking with your employer.

Be informed.

- The Minnesota Department of Labor and Industry (DLI) has resources for you and your employer to learn more about [Pregnant Workers and New Parents](#) rights. Many of the resources are available in English, Spanish, Hmong, and Somali. Some additional resources are also available in Amharic, Chinese, Karen, Laotian, Oromo, Tigrinya, and Vietnamese.

- The Office on Women’s Health has helpful tips for [Breastfeeding and going back to work](#).

Know your rights.

- Your employer may not retaliate, or take negative action, against you for asserting your legal rights.
- It’s intimidating talking to your employer if you feel they are not complying with the law. Contact DLI’s Labor Standards Division at dli.laborstandards@state.mn.us or 651-284-5075. They’re there to help you and to protect your rights.
- Watch these videos to help you learn about the complaint process.
 - [WESA Complaint Process.English](#)
 - [WESA Complaint Process.Spanish](#)
 - [WESA Complaint Process.Hmong](#)
 - [WESA Complaint Process.Somali](#)

Reference – Complete Listing of Hyperlinks

Breastfeeding Information for Workplaces

(<https://www.health.state.mn.us/people/breastfeeding/workplaces.html>)

Nursing Mothers, Lactating Employees, and Pregnancy Accommodations employee notice

(https://dli.mn.gov/sites/default/files/pdf/WESA_employee_notice.pdf)

Pregnant workers and new parents (<https://www.dli.mn.gov/newparents>)

Breastfeeding and going back to work

(<https://www.womenshealth.gov/breastfeeding/breastfeeding-home-work-and-public/breastfeeding-and-going-back-work>)

WESA Complaint Process.English (<https://youtu.be/kKiErqZbaHA?si=1h6RjFZD0H6TGxD2>)

WESA Complaint Process.Spanish (<https://youtu.be/yLVDSHN4G04?si=kdiVAmoaVyl39o7o>)

WESA Complaint Process.Hmong (<https://youtu.be/nswlHpiKCs8?si=KiDlvQdj59GiJ6g3>)

WESA Complaint Process.Somali (<https://youtu.be/-5Lcb8uRKrE?si=tmnHMFazRtUHQb3E>)

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