



Supervisor Overview for Lactation Support

The University is committed to providing a welcoming environment for all our employees, including providing lactating parents an appropriate space for expressing or pumping breast milk.

Supervisors have obligations and opportunities to support employees who express or pump breast milk during the workday. Information and resources about lactation support and spaces can be found at z.umn.edu/Lactation.

Working with employees, supervisors can accommodate lactation by providing reasonable break times and a private space to pump or express breast milk by following these guidelines:

- If possible, a supervisor should talk with an employee about possible lactation needs before they begin their FMLA or parental leave so there is ample time to identify appropriate space(s).
- If existing lactation spaces are not sufficient (e.g. too far away), supervisors should work together with employees to identify temporary accommodations that meet their needs.
- Be sensitive to an individual employee's preferences when making space arrangements.
- Contact your local Human Resources representative or [Office of Human Resources consultant](#) if you have any questions.

Milk Storage

Breast milk may be stored in break room refrigerators, designated refrigerators in lactation rooms (if available), or the employee's personal cooler. Employees should label containers or coolers with their name and date when using refrigerators within shared spaces.

Statutes for Reference

Reasonable Break Times

"An employer must provide reasonable break times each day to an employee who needs to express breast milk for her infant child during the twelve months following the birth of the child. The break times must, if possible, run concurrently with any break times already provided to the employee. . . . An employer shall not reduce an employee's compensation for time used for the purpose of expressing milk."—[Minn. Stat. §181.939](#)

Appropriate Space

"An employer shall provide . . . a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk."—[29 U.S.C. §207\(r\)\(1\)\(B\)](#)