

Navigating Maternity Leave

RESOURCE GUIDE

Helpful Links

- [FMLA \(Family Medical Leave\)](#)
- [Unemployment Benefits](#)
- [Self-Employed Maternity Leave](#)
- [How to Plan for Maternity Leave when Self-Employed](#)
- [Fact Sheet: Pregnancy Discrimination](#)
- [Legal Protections for Working Moms](#)
- [FLSA PUMP ACT](#)
- [The PUMP Act Explained](#)
- [Break Time for Nursing Mothers](#)
- [Breastfeeding State Laws](#)
- [Employment Protections for Workers Who Are Pregnant or Nursing](#)
- [Local Offices | U.S. Department of Labor](#)
- [Working and Pumping](#)
- [Choosing a Childcare Provider](#)
- [Breast Pump Quick Guide](#)
- [Maintaining Your Milk Supply](#)
- [Breast Pump Cleaning Guide](#)
- [How to Store Your Breast Milk](#)
- [Milk Shipping](#)
- [Paced Bottle Feeding](#)
- [Hands-On Pumping](#)
- [Caregiver Support and Breastfeeding](#)
- [Flange Sizing Guide](#)
- [Silicone Nipple Ruler](#)
- [Mamava Lactation Pods](#)
- [Flying With Breast Milk](#)
- [Ceres Chill](#)

SHOP RECOMMENDED PRODUCTS



The Pumping Room

Your go-to source for all things pregnancy and breastfeeding.

JOIN TODAY!

Canopie Mental Health App

Canopie is your partner in maternal mental health. Aeroflow moms have free access to the app, including customized audio & video programs - plus live classes! Free access code: MATLEAVE

DOWNLOAD APP



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Navigating Maternity Leave

Class Notes

Why is Maternity Leave Important

- Providing human milk to infants is a right for both mothers and babies.

Employment Benefits That May Be Available to Pregnant and New Moms

- Short Term Disability Insurance
- FMLA (Family Medical Leave)
- Unemployment Benefits
- Paid Family Leave
- ADA (Americans with Disabilities Act)

State and Federal Rights for Pregnant and Breastfeeding Mothers

- Self Employed Maternity Leave
 - How to Plan for Maternity Leave when Self-Employed
- Know Your Federal Rights
 - Fact Sheet: Pregnancy Discrimination
 - Legal Rights of Pregnant Workers
 - FLSA PUMP ACT
 - The PUMP Act Explained
 - Break Time for Nursing Mothers
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 - Employment Protections for Workers Who Are Pregnant or Nursing
 - Local Offices | U.S. Department of Labor



Talking With Your Employer

- Talk to your employer about your leave while you are still pregnant.
- Talk to your employer about your decision to pump while at work.
- Ask for a tour of the pumping space.
- Talk with coworkers who have previously pumped at work.

Creative Ways to Setup Your Leave

- Four-day work week.
- Both you and partner take time off at the same time.
- You and your partner stagger your leaves.
- Go back to work part-time.
- Work remotely for some or all of the time.
- Set your return date back to work for mid-week.
- Plan for your first two weeks to be short weeks.

Preparing for the Transition from Work to Home

- Go easy on yourself.
- **Working and Pumping**
- **Choosing a Childcare Provider**
- Hire professionals before baby arrives: food service, postpartum doula, etc.
- Agree on household duties because recovering from birth and learning to breastfeed is a full-time job for AT LEAST the first six weeks.
- Prioritize your mental health.
- Don't forget about our **The Brain-Boob Connection** Class!



Make Sure Your Pump Matches Your Needs

- **Breast Pump Quick Guide**
- Consider taking our **How to Find a Pump You Love** class!
- Which pump features are most important to you?
 - Rechargeable Battery
 - Wearable Collection Cups
 - Wide Range of Flange Sizes Available
 - Independent Cycle and Vacuum Settings
- Consider a Back-Up Pump.
- A manual pump is a great back up in case something unexpected happens to your main pump.

First Weeks at Home with Baby

- Enjoy this time with your baby.
- Focus on getting breastfeeding off to a great start.
- Don't think about work.
- Don't worry about chores.
- Prioritize Rest.
- Check in on your mental health. (Canopie App, etc.)
 - **Maternity Leave and Mental Health**
- Contact one of our lactation consultants if you need feeding support.



Prepping to Store Your Milk

- Start pumping 2-4 weeks before returning to work.
 - If your maternity leave is 2 months or less, contact your lactation consultant for guidance.
- You can **pump for 10 minutes after the first morning feeding** and store a little bit of milk each day.
- The number of times a mother's breasts need to be drained each day to **maintain her milk supply** may vary from woman to woman.

Expected Pumping Output

- One to six months postpartum:
 - **20-25 oz of breast milk per day** if exclusively pumping.
 - Total ounces per pumping session:
 - Mothers who typically breastfeed directly while with their babies and pump while at work **yield 3-4 oz, from both breasts combined, every 2-3 hours.**

Creating a Pumping Schedule at Work

- Most breastfeeding moms need to pump at least **every 3 hours for about 15-20 minutes** when away from their babies.
- Always listen to what your body and breasts need first, but then consider adjusting your pump schedule around break times already built into your day.
- Share your break schedule with your immediate coworkers and your supervisor.
 - **Breast Pump Cleaning Guide**



How to Store Your Breast Milk

Flying with Breast Milk

- Traveling while Breastfeeding
- Invest in a good quality cooler bag and ice packs.
- Ask the hotel if there is a mini-fridge available in your room.
- If flying, alert the TSA agent that you will be traveling with breast milk.
- Breast pumps are considered medical devices and not counted as luggage.
- Milk Shipping

Getting Ready for Your First Day Back

- Meet with caregiver one week before working to explain your feeding plan.
- Share a written feeding and baby care plan with your baby's caregiver.
- Do a "practice run" of your first day.

Introducing the Bottle

- Wait until breastfeeding is well established (around 4 weeks) before introducing a bottle.
- Choose a bottle nipple with a slow flow.
- Paced Bottle Feeding

Caregiver Techniques For Bottle Feeding Breastfed Babies

- Feed on demand.
- Consider burping even if baby doesn't normally burp when nursing.
- Feed in a position baby likes.
- Around 1 month, babies should be taking in around 1 oz of milk every hour or at least 24 oz in 24 hours.



Protecting Your Milk Supply

- Don't skip a pumping session while at work.
 - Hand expression can be helpful if pumping isn't an option.
 - Make sure you have properly fitted flanges.
 - *Don't forget about our [How to Fit Your Flange](#) Class!*
 - [Flange Sizing Guide](#)
- [Hands-On Pumping](#) is a great way to maximize pumping sessions.
- If you experience a dip in your milk supply consider:
 - Reaching out to a lactation consultant.
 - Increasing pumping sessions at work and nursing sessions at home.
 - Power Pumping.

View
Upcoming
Classes

Book an
Appointment



References

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Disclaimer: This class is intended for general education purposes only and should not replace any medical direction from your healthcare provider. Please seek advice from your own healthcare provider and lactation consultant (IBCLC) for individualized recommendations.

