

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 Rights of Pregnant Workers](#)
- [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](#)
- [Breastfeeding Tips for Working Mothers](#)
- [Choosing a Childcare Provider](#)
- [Breast Pump Quick Guide](#)
- [The 'Magic Number'](#)
- [Breast Pump Cleaning Guide](#)
- [Safe Breast Milk Storage and Handling](#)
- [Milk Shipping](#)
- [Paced Bottle Feeding](#)
- [Caregiver Techniques For Bottle Feeding Breastfed Babies](#)
- [Flange Sizing Guide](#)
- [Nipple Ruler](#)
- [Hands-On Pumping](#)
- [Ceres Chill](#)
- [Silicone Nipple Ruler](#)

[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](#)

Navigating Maternity Leave

RESOURCE GUIDE

Class Notes Table of Contents

- [Why is Maternity Leave Important](#)
- [Employment Benefits](#)
- [State and Federal Rights for Pregnant and Breastfeeding Mothers](#)
- [Talking With Your Employer](#)
- [Creative Ways to Setup Your Leave](#)
- [Preparing for the Transition from Work to Home](#)
- [Make Sure Your Pump Matches Your Needs](#)
- [First Weeks at Home with Baby](#)
- [Prepping to Store Your Milk](#)
- [Expected Pumping Output](#)
- [Creating a Pumping Schedule at Work](#)
- [Flying with Breast Milk](#)
- [Getting Ready for Your First Day Back](#)
- [Introducing the Bottle](#)
- [Caregiver Techniques For Bottle Feeding Breastfed Babies](#)
- [Protecting Your Milk Supply](#)
- [References](#)



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
- Know Your State Rights
 - Breastfeeding State Laws
 - 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.
- **Breastfeeding Tips for Working Mothers**
- **Identify supportive friends and family**
- **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.)
- 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 'Magic Number'** is used to figure out the number of times a mother's breasts need to be drained each day to maintain her milk supply.

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**



Safe Breast Milk Storage and Handling

Flying with Breast Milk

- 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](#)
 - [Nipple Ruler](#)
- [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

- <https://doi.org/10.1089/bfm.2013.9999>
- <https://www.americanactionforum.org/research/how-children-benefit-from-paid-family-leave-policies/>
- <https://www.dol.gov/agencies/whd/nursing-mothers>
- <https://www.hhs.gov/surgeongeneral/reports-and-publications/breastfeeding/factsheet/index.html>
- <https://www.womenshealth.gov/supporting-nursing-moms-work/what-law-says-about-breastfeeding-and-work>
- <https://www.ncsl.org/research/health/breastfeeding-state-laws.aspx>
- <https://www.lli.org/breastfeeding-info/working-and-breastfeeding/>
- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3279173/>
- <https://doi.org/10.1016/j.midw.2020.102799>
- <https://familydoctor.org/breastfeeding-how-to-pump-and-store-your-breast-milk/>
- <https://nutritionfirstwa.org/wp-content/uploads/2018/09/MohrbacherMagicNumber2011.pdf>
- https://www.cdc.gov/breastfeeding/recommendations/handling_breastmilk.htm
- <https://www.cdc.gov/nutrition/infantandtoddlernutrition/breastfeeding/travel-recommendations.html>
- <https://www.cdc.gov/obesity/strategies/early-care-education/pdf/breastfeed-ece-082022-508.pdf>

