

Twin Cities Regional Breastfeeding Coalition (TCRBC)

Lactation Space Guidelines

Required:

- Be in an accessible location, within 5 minutes or less of breastfeeding employees' workstations
- Be a private space, (not a bathroom), that is shielded from view and free from intrusion by coworkers and the public.
- A locking door is ideal. If a locking door cannot be provided, the employer must be able to explain how they ensure privacy. (State & federal law)
 - User operated lock is ideal
 - Best if has an “occupied” sign when in use
- Include access to an electrical outlet (State law)
- Include a comfortable chair (fabric or material designed for easy cleaning is recommended)
 - Upright or adjustable best for pumping
- Include a small table or surface to support pumping equipment
- Have or be located near clean refrigerator space for milk storage
- Have or be located near a place to wash hands and clean pump equipment

Extras:

- Have Breastfeeding resources available (ask TCRBC about this)
- Soft lighting, and a relaxed atmosphere help with milk flow
 - an ottoman or footstool, framed photos or posters, and a place for mothers to post photos of their infants
- A locker or hooks for a woman’s belongings (helpful for employees who do not have their own office space or cubicle)
- A full-length mirror to readjust clothing after pumping
- Cleaning supplies to keep the space clean
- Trash can
- Room is on the regular cleaning schedule

Considerations:

- Although not required, a permanent lactation space may be best, or either way, it should be available whenever a mother/lactating parent needs to pump or express milk.
- The number of lactation spaces available should depend on the number of employees of child birthing age in the building/using the space
 - In general 1 space per 50-100 women is a good rule of thumb
- Using the term “lactation space” is more welcoming than using the term “mothers room”
- Considering offering/advertising the space for parents and other people who also visit to the school

Resources:

Lactation Space

<https://www.womenshealth.gov/supporting-nursing-moms-work/break-time-and-private-space/location-breaks>

Laws and how to support nursing parents at work

<https://www.womenshealth.gov/supporting-nursing-moms-work/what-law-says-about-breastfeeding-and-work/what-employers-need-know>

Example Photos:



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2020 Funding Opportunity

Funding amount: Up to \$800

Requirements:

1. A school that is located in Dakota, Hennepin, or Ramsey County and is ready to create or update a lactation room for their chest/breastfeeding employee(s).
2. Agree to work towards and plan to apply to become recognized by the Minnesota Department of Health as a [Breastfeeding Friendly Workplace](#)

Breastfeeding Friendly Workplace includes:

- *Create a Lactation Policy or Guideline*
 - *Support employees*
 - *Time for pumping*
 - *Offer a lactation space*
 - *Educate employees and supervisors*
3. Complete a Memorandum of Understanding (MOU) with TCRBC and MN Breastfeeding Coalition before funds are awarded.
 4. Funds must be spent by **November 15th, 2020.**

Guidelines:

1. Allowable expenses include furniture, wayfinding signage, paint and other room decor.
Note that staff time is not an allowable expense.
2. Create an itemized list of supplies with costs on included document and give to TCRBC.
3. The MN Breastfeeding Coalition will send the school a check for the indicated costs.
4. School will purchase items and send receipts to TCRBC.
5. School will turn in a report which includes a summary of the funded project and lessons learned.
6. TCRBC will be available for technical assistance throughout this funding project.

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Minnesota Statute

181.939 NURSING MOTHERS.

(a) An employer must provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time must, if possible, run concurrently with any break time already provided to the employee. An employer is not required to provide break time under this section if to do so would unduly disrupt the operations of the employer.

(b) The employer must make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a bathroom or a toilet stall, that is shielded from view and free from intrusion from coworkers and the public and that includes access to an electrical outlet, where the employee can express her milk in privacy. The employer would be held harmless if reasonable effort has been made.

(c) For the purposes of this section, "employer" means a person or entity that employs one or more employees and includes the state and its political subdivisions.

(d) An employer may not retaliate against an employee for asserting rights or remedies under this section.

History:

[1998 c 369 s 1](#); [2014 c 239 art 4 s 3](#)

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Schools Cultural Support

Brainstorm ideas on how we can integrate breastfeeding into the school’s culture

School’s name: _____

Date: _____

Idea	Details	Notes	Potential Cost
Lunch & Learn	Co-present Lunch & Learn content to help create a culture of lactation support.	Student culinary program prepares the food for the event.	Food
School Lactation Mentor	Staff or group of staff formally identified as champions. Good be Wellness Champion or other.	That person or group makes themselves available to do one-to-one schedule and space consults for staff before and/or after parenting leave.	Staff Time