

Preparing Your Return to Work

Questions to Answer with Your Grown-up Team

Work & Benefits

- Is your new baby added to family benefits?
- Have you confirmed your official “back at work” plan with your supervisor/HR? Ideally start with a short week and/or part time ramp.

Childcare

- Who* will be your primary childcare, and *Where*?
- Who* from your grown-up team will do the before work & after work hand-offs?
- Who* will be first on point when you need to pick up your baby unexpectedly?
- What* supplies do you need (can you stock up, and who will monitor for replenishing as needed)?
- When* will your baby be in childcare (dates & times)? What known closures/days off are you aware of (looking a few months out)?
- How* will your baby be cared for (are the expectations shared between you and your caregiver)? Consider: Diapering/clothing; Skin care; Feeding (handling/prep of breastmilk or formula); special needs/medical awareness; Communication with you

Sleep

- Is your baby’s sleep set up/routine working for your family?
- Have you blocked upcoming weekends to be able to rest/nap?

Family Matters

- Who* will do *what* around the house? Consider: shopping (groceries and kid stuff/diapers/etc); cooking (by meal), feeding the baby/kids; laundry, cleaning, pet care
- What help can you call in for a few weeks while you transition back to work? What can you automate or eliminate? Consider: meal train or service, cleaning help.

For Birth Parent & Milk Makers:

- Do you have 5-6 outfits that you feel ok in, are work appropriate for your work, and easily cleaned? Are your work outfits pumping functional?
- Have you set expectations around what you need for breastfeeding/pumping with your supervisor?
- Have you bought a pump? Taken it out of the box? Checked that you have the right flange size? Do you know how you’ll store your milk during the work day?

