

October 13, 2021

Dear Members of the House of Representatives:

We, the undersigned organizations, urge you to support the Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act. The PUMP for Nursing Mothers Act would protect breastfeeding employees across the nation by strengthening the existing Break Time for Nursing Mothers law and has bipartisan support.

The Break Time for Nursing Mothers law (Break Time law), passed in 2010, provided critical protections to ensure that employees would have reasonable break time and a private place to pump breast milk. Unfortunately, the placement of the law within the part of the Fair Labor Standards Act (FLSA) that sets minimum wages and overtime resulted in 9 million women — nearly one in four women of childbearing age — being excluded from coverage and as such they have no clear right to break time and space to pump breast milk. Those left unprotected include teachers, software engineers, and many nurses, among others.

Without these protections, breastfeeding employees face serious health consequences, including risk of painful illness and infection, diminished milk supply, or inability to continue breastfeeding. According to a report from the University of California's Center for WorkLife Law,ⁱ the consequences of this coverage gap also include harassment at work, reduced wages, and job loss.

Breastfeeding mothers who return to work should not have to struggle to find time and space to express milk, risking their supply and thereby their ultimate breastfeeding success. This past May, the House Education & Labor Committee advanced an amended version of the PUMP for Nursing Mothers Act out of committee, with support from the U.S. Chamber of Commerce. The amended bill strengthens the Break Time for Nursing Mothers law by expanding workplace protections for lactating workers, clarifying employers' obligations under the law, and ensuring breastfeeding mothers have access to appropriate remedies.

Breastfeeding is a proven primary prevention strategy, building a foundation for life-long health and wellness, and adapting over time to meet the changing needs of the growing child. The evidence for the value of breastfeeding to children's and women's health is scientific, solid, and continually being reaffirmed by new research. Breastfeeding is proven to prevent a wide range of illnesses and conditions. Compared with formula-fed children, those who are breastfed have a reduced risk of ear, skin, stomach, and respiratory infections; diarrhea; sudden infant death syndrome; and necrotizing enterocolitis.ⁱⁱ In the longer term, breastfed children have a reduced risk of obesity, type 1 and 2 diabetes, asthma, and childhood leukemia. Women who breastfed their children have a reduced long-term risk of diabetes, cardiovascular disease, and breast and ovarian cancers.ⁱⁱⁱ

More than half of mothers return to the paid labor force before their children are three months old, with as many as one in four returning within just two weeks of giving birth. Many of these mothers choose to continue breastfeeding well after their return to work to meet standard health guidelines—and those employees need to express (or pump) breast milk on a regular schedule.

Businesses of all sizes and in every industry have found simple, cost-effective ways to meet the needs of their breastfeeding employees as well as their business. The HHS Office on Women's Health hosts the *Supporting Nursing Moms at Work: Employer Solutions* resource,^{iv} which provides a critical link between the need for workplace support for breastfeeding families and the need for implementation guidance for their employers.

The online resource provides a user-friendly tool that employers can easily navigate to identify and implement industry-specific solutions to providing time and space accommodations.

According to the HHS *Business Case for Breastfeeding*, employers that provide lactation support see an impressive return on investment (almost 3:1), including lower health care costs, absenteeism, and turnover, and improved morale, job satisfaction, and productivity.^v It is easier to provide temporary, scheduled breaks for milk expression than to cover the missed work shifts of an employee who is absent because either they or their baby is sick.

While 84% of babies are breastfed at birth, only 25% of U.S. infants are still exclusively breastfed at six months of age.^{vi} Obstacles, especially workplace barriers, can make it difficult to fit breastfeeding into many parents' lives. But research clearly shows that employed mothers with access to workplace support are less likely to stop breastfeeding early.

The Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act is a common-sense and important step toward eliminating the barriers to breastfeeding and ensuring all families have the opportunity to reach their personal breastfeeding goals.

Sincerely,

CO-SIGNERS

International, National, & Tribal Organizations:

1,000 Days

2020 Mom

A Better Balance

Academy of Breastfeeding Medicine

Academy of Nutrition and Dietetics

Alimentacion Segura Infantil

African-American Breastfeeding Coalition of Oregon

American Academy of Family Physicians

American Academy of Nursing

American Academy of Pediatrics

American Association of University Women

American Civil Liberties Union

American College of Obstetricians and Gynecologists

American Federation of Teachers

American Public Health Association

Association of Maternal & Child Health Programs

Association of State Public Health Nutritionists

Baby Cafe USA

Baby-Friendly USA, Inc.

Beaufort-Jasper-Hampton Comprehensive Health
Services

BetaCarrotTeen

Birthing Miracles Pregnancy Services LLC

Black Breastfeeding Caucus

Black Mothers' Breastfeeding Association

Breastfeeding Family Friendly Communities

Breastfeeding USA

Bright Future Lactation Resource Centre Ltd.

Center for Health Equity, Education, and Research

Center for WorkLife Law

Coalition of Labor Union Women

Dancing For Birth, LLC

Equal Rights Advocates

Every Mother, Inc.

Fed Is Best Foundation

HealthConnect One

Healthy Children Project, Inc.

Human Milk Banking Association of North America

Indigenous Breastfeeding Counselor

InterCare Community Health Network

International Breastfeeding Institute

International Board of Lactation Consultant
Examiners

International Childbirth Education Association

Lactation Training Lab

LactPower
La Leche League Alliance
La Leche League USA
Mom2Mom Global
Mom Congress
MomsRising
National Association of Pediatric Nurse Practitioners
National Birth Equity Collaborative
National Education Association
National Employment Law Project
National Lactation Consultant Alliance
National Organization for Women
National Partnership for Women & Families
National WIC Association
National Women's Law Center
Native Breastfeeding Council
NETWORK Lobby for Catholic Social Justice
Nurturely
Prairie Band Potawatomi Nation Breastfeeding
Coalition
pumpspotting
Precious Jewels Moms Ministries
Reaching Our Sisters Everywhere, Inc
Search Influence
Time's Up Now
The Institute for the Advancement of Breastfeeding
and Lactation Education
U.S. Breastfeeding Committee
W. Kohler Lamp Co
Women-Inspired Systems' Enrichment
ZERO TO THREE

Regional, State, & Local Organizations:

Alabama Breastfeeding Committee
Alaska Breastfeeding Coalition
API Breastfeeding Task Force
Arizona Youth Partnership
Baby And Me LC
Baby Cafe Bakersfield
Baby Knows Breast Parenting Services
Barry Pediatrics
Bates Natural Blessings

Beaufort Jasper Hampton Comprehensive Health
Services, Inc.
BreastfeedLA
Breastfeed Durham
Breastfeed Orange NC
Breastfeeding Coalition of Palm Beach County
Breastfeeding Coalition of Washington
Breastfeeding Education and Support Team of the
Easter Upper Peninsula
Breastfeeding Hawai'i
Breastfeeding Task Force of Greater Los Angeles
Breastfeed Macomb
Bronx Breastfeeding Coalition
California Breastfeeding Coalition
Centro Pediatrico de Lactancia y Crianza
CHI Mercy Hospital
Coalition of Oklahoma Breastfeeding Advocates
Connecticut Breastfeeding Coalition
Connecticut Women's Education and Legal Fund
Constellation Consulting, LLC
Courthouse Lactation Space Task Force of the
Florida Association for Women Lawyers
Covenant HealthCare
District of Columbia Breastfeeding Coalition
Florida Breastfeeding Coalition
Florida Outreach Childbirth Education Program
Geelo Wellness
Genesee County Breastfeeding Coalition
Georgia Breastfeeding Coalition
Harambee Village Doulas
Hurley Medical Center
Indiana Breastfeeding Coalition
Indianapolis Urban League
InterCare Community Health Network, Women,
Infants, and Children Program
Justice for Migrant Women
Kansas Action for Children
Kansas Breastfeeding Coalition
Lactation Improvement Coalition of Kentucky
Lactation Lighthouse
LactPower
Las Cruces New Mexico Breastfeeding Task Force

Learn Lactate Grow	Nutrition First
Maryland Breastfeeding Coalition	NYC Breastfeeding Leadership Council, Inc.
Maternity Care Coalition	Ohio Breastfeeding Alliance
Metro Detroit/ Wayne County Breastfeeding Coalition	Playwell
Metropolitan Hospital	Sacramento Breastfeeding Coalition
Michigan Breastfeeding Network	Saline County (MO) Breastfeeding Coalition
Missouri Breastfeeding Coalition	San Diego County Breastfeeding Coalition
Montana State Breastfeeding Coalition	Solutions for Breastfeeding
Montefiore WIC Program	Southeast Michigan IBCLC's of Color
Mother Heart Birth Services	Speaking of Birth
Mothers' Milk Bank at Austin Inc	Tennessee Breastfeeding Coalition
Mothers' Milk Bank Northeast	The New York Milk Bank
Mother's Own Milk Matters	Underwood Early Learning Center LLC
New Hampshire Breastfeeding Task Force	West Virginia Breastfeeding Alliance
New Jersey Breastfeeding Coalition	Western Kansas Birthkeeping
New Life Midwifery Service	WIC Nutrition, Sonoma County Indian Health Project, Inc.
New Mexico Breastfeeding Task Force	Wisconsin Breastfeeding Coalition
New Mexico Doula Association	Women Employed
New York Statewide Breastfeeding Coalition	Women's Law Project
Next Generation Lactation Service	Women's Rights and Empowerment Network
North Carolina Breastfeeding Coalition	Virginia Breastfeeding Advisory Committee
Nursing Mothers Counsel, Inc.	Virginia Breastfeeding Coalition
Nourished Beginnings	YWCA of the University of Illinois
Nurture.	

ⁱ *EXPOSED: Discrimination Against Breastfeeding Workers*. Center for WorkLife Law; 2019. <https://www.pregnantatwork.org/breastfeeding-report-fullpage/>. Accessed March 12, 2021.

ⁱⁱ Systematic Review of Breastfeeding Programs and Policies, Breastfeeding Uptake, and Maternal Health Outcomes in Developed Countries | Effective Health Care Program. [Effectivehealthcare.ahrq.gov](https://effectivehealthcare.ahrq.gov). <https://effectivehealthcare.ahrq.gov/products/breastfeeding/research-protocol>. Published 2020. Accessed January 22, 2020.

ⁱⁱⁱ Making the decision to breastfeed | [womenshealth.gov](https://www.womenshealth.gov). [womenshealth.gov](https://www.womenshealth.gov/breastfeeding/making-decision-breastfeed/#1). <https://www.womenshealth.gov/breastfeeding/making-decision-breastfeed/#1>. Published 2020. Accessed January 22, 2020.

^{iv} Supporting Nursing Moms at Work. [womenshealth.gov](https://www.womenshealth.gov). <https://www.womenshealth.gov/supporting-nursing-moms-work>. Published 2016. Accessed March 12, 2021.

^v Business Case for Breastfeeding | [Womenshealth.gov](https://www.womenshealth.gov). [womenshealth.gov](https://www.womenshealth.gov/breastfeeding/breastfeeding-home-work-and-public/breastfeeding-and-going-). <https://www.womenshealth.gov/breastfeeding/breastfeeding-home-work-and-public/breastfeeding-and-going->

back-work/business-case. Accessed January 22, 2020.

^{vi} Results: Breastfeeding Rates | Breastfeeding | CDC. Cdc.gov.

https://www.cdc.gov/breastfeeding/data/nis_data/results.html. Published 2019. Accessed January 22, 2020.