

February 12, 2020

Dear Member of Congress:

We, the undersigned organizations, urge you to cosponsor the Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act (S. 3170). Introduced with bipartisan support, the PUMP for Nursing Mothers Act would support breastfeeding employees across the nation by strengthening the existing Break Time for Nursing Mothers law.

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 unintentionally 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 [recent report from the University of California's Center for WorkLife Law](#), 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.

**The PUMP for Nursing Mothers Act would strengthen the 2010 Break Time law by:**

- ***Closing the coverage gap.*** The bill would protect 9 million employees unintentionally excluded from the 2010 Break Time law by extending the law's protections to cover salaried employees as well as other categories of employees currently exempted from protections.
- ***Providing employers clarity on when pumping time must be paid and when it may be unpaid.*** The bill leaves in place existing law protecting many salaried workers from having their pay docked, and it clarifies that employers must pay an hourly employee for any time spent pumping if the employee is also working.
- ***Providing remedies for nursing mothers.*** The bill would ensure that nursing mothers have access to remedies that are available for other violations of the FLSA.

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. 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.

A [2016 study of both maternal and pediatric health outcomes and associated costs](#) showed that if 90% of mothers received the support they need to breastfeed their infants according to medical recommendations, 2,600 maternal and child deaths, \$2.4 billion in medical costs, and \$10.8 billion in costs of premature death would be prevented, annually.

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](#), 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. 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 83% of babies are breastfed at birth, only [25% of U.S. infants are still exclusively breastfed at six months of age](#). 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.

Again, we urge you to cosponsor this critical legislation and stand ready to help you achieve its passage.

Sincerely,

**CO-SIGNERS**

**International, National, & Tribal Organizations:**

1,000 Days  
2020 Mom  
A Better Balance  
Academy of Breastfeeding Medicine  
Academy of Nutrition and Dietetics  
American Academy of Family Physicians  
American Academy of Nursing  
American Academy of Pediatrics  
American Association of Birth Centers  
American Breastfeeding Institute  
American Civil Liberties Union  
American College of Nurse-Midwives  
American College of Obstetricians and Gynecologists  
American Public Health Association  
Association of Maternal & Child Health Programs  
Association of State Public Health Nutritionists  
Association of Women's Health, Obstetric and Neonatal Nurses  
Baby Cafe USA  
Black Breastfeeding Caucus  
Black Mothers' Breastfeeding Association  
Breastfeeding USA  
Dancing for Birth  
Every Mother, Inc.  
HealthConnect One  
Healthy Children Project, Inc.  
Human Milk Banking Association of North America  
International Board of Lactation Consultant Examiners® (IBLCE®)  
International Childbirth Education Association  
Justice for Migrant Women  
Lactation Education Resources  
La Leche League Alliance for Breastfeeding Education  
La Leche League USA  
Mamava  
Mom2Mom Global/Breastfeeding in Combat Boots

Mom Congress  
MomsRising  
National Alliance for Breastfeeding Advocacy  
National Association of Pediatric Nurse Practitioners  
National Association of Professionals and Peer Lactation Supporters of Color  
National WIC Association  
Nursing Mothers Counsel, Inc.  
pumpspotting  
Reaching Our Sisters Everywhere, Inc.  
Search Influence  
The Adelante Network, the Latino Network for Health and Education  
The Institute for the Advancement of Breastfeeding and Lactation Education  
TIME'S UP Now  
Transport Workers Union of America  
United States Lactation Consultant Association  
U.S. Breastfeeding Committee  
Women-Inspired Systems' Enrichment

**Regional, State, & Local Organizations:**

Access Midwifery, LLC  
Alabama Breastfeeding Committee  
Alaska Breastfeeding Coalition  
African American Breastfeeding Alliance of Dane County, Inc.  
Appalachian Breastfeeding Network  
Arkansas Breastfeeding Coalition, Inc  
Asian Breastfeeding Task Force  
Akwaaba Mama  
Baby and Me Lactation Services  
Beltrami County WIC Program  
Bemidji Area Breastfeeding Coalition  
Birthing Miracles Pregnancy Services LLC  
Breastfeeding Center for Greater Washington  
Breastfeeding Coalition of Delaware  
Breastfeeding Hawai'i  
BreastfeedLA  
California Breastfeeding Coalition  
Coalition of Oklahoma Breastfeeding Advocates

Colorado Breastfeeding Coalition  
Connecticut Breastfeeding Coalition  
Expectants Parents Organization  
Florida West Coast Breastfeeding Task Force  
Fortunate Futures  
Georgia Breastfeeding Coalition  
Greater Miami Valley Breastfeeding Coalition  
Healthy Birth of Rochester  
Healthy Start Coalition of Orange County  
Julie Cunningham Nutrition, LLC  
Kansas Action for Children  
Kansas Breastfeeding Coalition  
Kentuckiana Lactation Improvement Coalition  
Knoxville Lactation Clinic  
Lactation Whisperer  
Lehigh Valley Breastfeeding Coalition  
Louisiana Breastfeeding Coalition  
Maroon Calabash  
Maine State Breastfeeding Coalition  
Maryland Breastfeeding Coalition  
Massachusetts Breastfeeding Coalition  
Milkworks  
Minnesota Breastfeeding Coalition  
Missoula Breastfeeding Coalition  
Missouri Breastfeeding Coalition  
Mothers' Milk Bank at Austin  
My Pure Delivery  
Nebraska Safety Council  
New Hampshire Breastfeeding Task Force  
New Jersey Breastfeeding Coalition, Inc.  
New Mexico Breast Feeding Task Force Santa Fe  
Chapter

New Orleans Breastfeeding Center  
New York Statewide Breastfeeding Coalition,  
Inc.  
North Carolina Breastfeeding Coalition  
North Dakota Breastfeeding Coalition  
Northwoods Breastfeeding Coalition of Oneida,  
Vilas, Forest Counties, Wisconsin  
Nursing Mothers Counsel of Oregon  
Ohio Breastfeeding Alliance  
Om Baby Pregnancy and Parenting Center  
Pennsylvania Breastfeeding Coalition  
Precious Jewels Moms Ministries  
Pretty Mama Breastfeeding LLC  
Saline County Breastfeeding Coalition  
San Antonio Breastfeeding Coalition  
SonShine & Rainbows Lactation Services  
Southeastern Lactation Consultant Association  
Southeast Michigan IBCLCs of Color  
Southern Arizona Lactation Consultant  
Association  
Southwest Perinatal Education Services  
Tampa Bay Breastfeeding Task force  
Texas Breastfeeding Coalition  
Virginia Breastfeeding Coalition  
Western PA Lactation Consultants Association  
West Virginia Breastfeeding Alliance  
Wisconsin Breastfeeding Coalition  
Wisconsin Doulas of Color Collective  
Women Employed  
Women's Law Project  
Women's Rights and Empowerment Network