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Dear Representative Scott, Foxx, and all members of the House Education & Labor Committee:

The U.S. Breastfeeding Committee (USBC) submits this letter in full support of the Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act (H.R. 3110).

The USBC is a coalition of more than 100 national nonprofits, breastfeeding coalitions, community-based organizations, and federal agency partners that support a shared mission to drive collaborative efforts for policy and practices that create a landscape of breastfeeding support across the United States.

We thank you for moving the PUMP Act forward through the *Fighting for Fairness: Examining Legislation to Confront Workplace Discrimination* hearing held earlier this spring and by including the PUMP Act in today's markup. We urge you to vote in favor of this critically needed legislation.

The Break Time for Nursing Mothers law (Break Time law), passed in 2010, provides critical protections to ensure that employees have reasonable break time and a safe, private place to pump breast milk.<sup>i</sup>

The Break Time law is written with language that provides immense flexibility and does not require the construction of a permanent, dedicated lactation space. The Department of Health and Human Services (HHS) Office on Women's Health hosts the Supporting Nursing Moms at Work resource<sup>ii</sup> provides a user-friendly tool that employers can use to identify and implement industry-specific solutions to providing time and space accommodations that work from farm fields to warehouses, and restaurants to manufacturing floors. In many workplaces, unused offices, privacy curtains, or even pop-up tents are used to create a clean, private space for workers.

Unfortunately, the placement of the Break Time law within section 7(r) of the Fair Labor Standards Act (FLSA) resulted in nearly 9 million women<sup>iii</sup> — nearly one in four women of childbearing age — being excluded from coverage. Those left unprotected include teachers, software engineers, and many nurses, among others.

A policy solution with bipartisan support, the PUMP Act would strengthen the 2010 Break Time law by closing the coverage gap, providing employers clarity on when pumping time must be paid and when it may be unpaid, and ensuring remedies that are available for other violations of the FLSA are also available for nursing mothers.

We know that the vast majority of people become parents during their lifetime, and their needs and the needs of their infants are neither surprising nor difficult to meet if we plan appropriately. The PUMP for Nursing Mothers Act was passed with enthusiastic bipartisan support by the Senate Committee on



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Health, Education, Labor & Pensions yesterday, and we urge the House Education & Labor Committee to advance this bill today.

Breastfeeding is a primary prevention strategy that builds a foundation for life-long health and wellness, adapting over time to meet the changing needs of the growing child.<sup>iv</sup> The evidence for the value of human milk feeding to overall health is scientific, robust, and continually being reaffirmed by new research.<sup>v</sup> The American Academy of Pediatrics recommends infants be exclusively breastfed for about 6 months with continued breastfeeding while introducing complementary foods for at least 1 year.<sup>vi</sup>

We urge you to vote in favor of the Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act (H.R. 3110) at today's markup.

Thank you for your consideration,

A handwritten signature in blue ink, appearing to read "Nikia Sankofa". The signature is fluid and cursive, with the first name "Nikia" and last name "Sankofa" clearly distinguishable.

Nikia Sankofa  
Executive Director  
U.S. Breastfeeding Committee

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<sup>i</sup> Break Time for Nursing Mothers | U.S. Department of Labor. [Dol.gov](https://www.dol.gov/agencies/whd/nursing-mothers).  
<https://www.dol.gov/agencies/whd/nursing-mothers>. Accessed January 22, 2020.

<sup>ii</sup> Supporting Nursing Moms at Work. [womenshealth.gov](https://www.womenshealth.gov/supporting-nursing-moms-work). <https://www.womenshealth.gov/supporting-nursing-moms-work>. Accessed January 22, 2020.

<sup>iii</sup> Millions of working women of childbearing age are not included in protections for nursing mothers. Economic Policy Institute. <https://www.epi.org/blog/break-time-for-nursing-mothers/>. Published 2019. Accessed January 22, 2020.

<sup>iv</sup> AAP.org. (2020). *AAP Policy on Breastfeeding*. [online] Available at: <https://www.aap.org/en-us/advocacy-and-policy/aap-health-initiatives/Breastfeeding/Pages/AAP-Policy-on-Breastfeeding.aspx> [Accessed 22 Jan. 2020].

<sup>v</sup> Benefits of Breastfeeding. AAP.org. <https://www.aap.org/en-us/advocacy-and-policy/aap-health-initiatives/Breastfeeding/Pages/Benefits-of-Breastfeeding.aspx>. Published 2020. Accessed January 22, 2020.

<sup>vi</sup> <https://services.aap.org/en/patient-care/breastfeeding/policies-on-breastfeeding/>