

MICROFILM DIVIDER

OMB/RECORDS MANAGEMENT DIVISION

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ROLL NUMBER

DESCRIPTION

1440

2001 HOUSE HUMAN SERVICES

HB 1440

2001 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. HB 1440

House Human Services Committee

☐ Conference Committee

Hearing Date January 29, 2001

Tape Number	Side A	Side B	Meter #
Tape 1	X		0 to 4590
Tape 3	X		0 to 1260
Committee Clerk Signature <i>Corinne Easton</i>			

Minutes:

Chairman Price, Vice Chairman Devlin, Rep. Dosch, Rep. Galvin, Rep. Klein, Rep. Pollert, Rep. Porter, Rep. Tieman, Rep. Weiler, Rep. Weisz, Rep. Cleary, Rep. Metcalf, Rep. Niemeler, Rep. Sandvig

Chairman Price: Open hearing on HB 1440.

Rep. Niemeler: Presented Bill. (See written testimony.) This bill requires only minor adjustments in the work day for the lactating employee, and could result in lifetime benefits to the family. I ask for a favorable vote from the committee.

Rep. Weiler: When the mother is at work, does someone bring the back to the work place or does she leave the work place?

Rep. Niemeler: The mother would pump her milk, store it, and take it home so her day care provider would use it to feed the baby the next day. The baby doesn't come in at all.

Vice Chairman Devlin: We all agree with the importance of breast feeding. Where are we running into problems? I've never heard of a business that doesn't allow this.

Rep. Niemeier: I don't have the numbers, but I'm sure there are some that don't.

Vice Chairman Devlin: You don't have any numbers. Why is this bill needed? Apparently there is a problem that you can estimate 20% or 50% of the mothers aren't allowed to do this. Can someone provide those numbers so I can understand the need for this bill?

Rep. Niemeier: Yes.

Rep. Galvin: The word "reasonable" appears three times, isn't that a word that could be widely interpreted?

Rep. Niemeier: I would hope employers would negotiate.

Rep. Tieman: You mentioned about 20 states have this law. What if employee-employer have a disagreement, what would they do?

Rep. Niemeier: There aren't any fines or recourse built into the bill. I hope it wouldn't come to that.

Rep. Porter: Sec. 1, line 10 - I'm thinking of office buildings where there isn't a special space available? What would happen in those situations?

Rep. Niemeier: We're hoping a reasonable effort would be made.

Rep. Porter: Don't you think that's already being done, and that just putting it into statute mandates an employer to do something they are already doing?

Rep. Niemeier: Because this isn't statute, discourages mothers from making the commitment to breast feed.

Rep. Porter: What about storage after the extraction? This is not addressed in this legislation. Where would storage take place?

Rep. Niemeier: Mothers could bring one of the little coolers to store and transport back home again. If there aren't accommodations at the work place, the mother could use this option.

Chairman Price: It says "violation of this section" - what are the penalties? What if you had an employee that refused to use their break time and wanted two breaks?

Senator Christenson: Sponsor of the Bill. I am here as a professional working mother. This bill is about kids. Secondly, this bill is about moms to have peace of mind. Some women don't have another option but to work. Employers will have a more productive employer, and this is a statute that represents quality of life.

Chairman Price: Most businesses have employee hand books. Could this be covered in the employer's policy? Something that would make it clear to employer-employee.

Senator Christenson: Yes, the idea of negotiations is probably the most important element of this bill.

Rep. Galvin: Who exactly would it apply to? Is it entirely mechanical extraction, or is the child at the work place?

Senator Christenson: This does not address the working mother with the child in the work place.

Rep. Niemeier: Those kinds of issues will be addressed by the Health Department.

Jill Leppert: Division of Maternal and Child Health of the State Department of Health. (See support of HB 1440 in written testimony.) Presented information on what is involved in expressing milk.

Vice Chairman Devlin: Last sentence in your testimony you said "lack of support is one of the factors in breast feeding rates". Do you have any statistics that show there is a problem in North Dakota?

Jill Leppert: We don't have actual statistics, just anecdotes talking with mothers.

Karen Ehrens: LRD, North Dakota Dietetic Association. (See support of HB 1440 in written testimony.) There are a lot of diseases that can be prevented if mothers breast feed. I am also a working mother who has breast fed. Both mothers and employers will benefit from this legislation.

Melissa Olson: I am a working mother. I pumped at work for 10 months and it worked well in my office. I shortened my lunch break to take longer breaks to pump.

Rep. Porter: Do you work in private sector or government?

Melissa Olson: I work in government.

Rep. Porter: I'm thinking of businesses that have one office, a reception area, and one bathroom. How would they make reasonable effort to provide a room?

Melissa Olson: I would ask to use their office or there are privacy screens that can be used.

Linda Beckler: Health Nurse, Custer Health. (See support of HB 1440 in written testimony.) This bill gives a voice to women that aren't supported by their employer.

Chairman Price: Under this bill, what would you expect the local McDonalds to do?

Linda Beckler: Ask your employer what would be reasonable. Could possibly use their office space.

Vice Chairman Devlin: You said too many employers are not supportive. Can you give me any numbers at all?

Linda Beckler: No, mostly anecdotal. Possibly a third of the women I've talked to.

Chairman Price: Close hearing on HB 1440.

COMMITTEE WORK:

Vice Chairman Devlin: Let's go to HB 1440.

Rep. Porter: Under the way that this bill is currently written it seems to use words like reasonable, and shall, and make reasonable efforts. The part that came to question was "an employer that makes a reasonable efforts to comply with this section is not in violation of this section". There was no mention of what violation to this section would do to an employer, or what they would be in violation of.

Mr. Bachmeier: Is your question "how to be enforced"?

Rep. Porter: I guess the question is "can it be enforced"?

Mr. Bachmeier: I guess I saw some difficulty as it is written in that regard. It refers to violation of chapter 34-01, which doesn't have a penalty associated with it so I don't know what violation of that chapter would entail. There are a couple of specific sections under 34-01 that do have specific penalties and each of those says they are criminal penalties - criminal misdemeanors, but those penalties don't apply specifically to that entire chapter.

Rep. Porter: What would your interpretation be of the part of the bill that says "an employer shall make reasonable efforts to provide a room or other location in close proximity" - what would your definition of reasonable efforts be?

Mr. Bachmeier: I don't know that I have a definition for that.

Vice Chairman Devlin: Essentially what you're saying is that there isn't a penalty for this specific situation.

Mr. Bachmeier: The Commissioner of Labor has specific authority over specific chapters and sections of that title.

Rep. Porter: Has there been any complaints outlining the problems in this area?

Mr. Bachmeier: I haven't specifically taken any complaints personally.

Rep. Tieman: Are you aware of any penalties other states have set?

Mr. Bachmeier: If another state has a provision of this kind that contains a penalty, I'm not familiar with other state laws.

Rep. Tieman: If a law like that was passed, would that be a matter of record?

Mr. Bachmeier: Certainly.

Rep. Niemeier: Does the statute have to have a penalty?

Rep. Bachmeier: No, but it could.

Rep. Niemeier: There are three states that addressed nursing in the work place and have passed that legislation, which is Minnesota, Hawaii, and Tennessee. The other states have addressed breast feeding legislation and most of those are in the area of indecent exposure laws to allow breast feeding in public places and to amend the indecent exposure law. You don't see any problem in having a statute like this that is user friendly for both of the parties involved in those provisions?

Rep. Bachmeier: It could be a problem if it results in complaints that are unenforceable.

Rep. Cleary: I don't see what is wrong with putting it in the statutes. I would say that it was just an educational piece so people are aware of it.

Rep. Bachmeier: I would encourage every group of employers to provide this because it would be a good business practice.

Rep. Metcalf: Would this law give the individual any civil penalty or access to the civil court?

Rep. Bachmeier: It doesn't specifically provide a right to private action, but I don't know the answer to that. Presumably a violation of law could go to a court.

2001 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. HB 1440 A

House Human Services Committee

☐ Conference Committee

Hearing Date February 6, 2001

Tape Number	Side A	Side B	Meter #
Tape 2	X		5600 to end
Tape 2		X	0 to 2330
Committee Clerk Signature <i>Carmine Easton</i>			

Minutes:

COMMITTEE WORK:

Vice Chairman Devlin: Let's take 1440.

Rep. Porter: I talked with a number of people on this particular issue, and I couldn't find anybody who didn't agree that they would bend over backwards to accommodate the nursing mother. It is very important their employees are back to work when they can be, and that they would do whatever necessary to make sure that the accommodations are made. I have also talked to a number of people that said "I don't know what I would do in my business - I am in a strip Mall where I have one office where myself and my bookkeeper sit - we have a public bathroom down the hall that everybody shares and I don't have any other square footage in my building and I don't have any idea what I would do if this bill was passed because I don't know what the definition of reasonable is, and I don't know what the definition of a reasonable effort would be in my business." I just don't know that it is necessary to have this bill. I think that it is

important for employers to work with their employees, and it is important for them to make accommodations that keep their employees at work, but there is not penalty and using the words reasonable and reasonable effort three different times in the bill makes it unenforceable. I have a problem with the way the whole bill is written.

Rep. Niemeier: I think that we do want to encourage that segment of the employers who may have a question about that. There are more and more young women returning to the work force after they have had their baby, and we includes the TANF mothers as well. This helps all of those young mothers if they have some accommodation on this. The fact that it says reasonable just seems to me it is kind of a user friendly thing between the employer and the employee. If it isn't going to work out, it isn't and that is what they will have to accept. I think this raises the awareness of the need for some of these moms. We know there are the constraints of time and work duties, but I think they can work it out. This is really a pro-family bill - something that supports both the mother and the infant. The intent of the bill is to be user friendly and there is no need for penalties, and it is to raise awareness and to encourage those employers who haven't been inclined to give this service some consideration. It costs no money and so it is a simple bill and an easy way to support moms.

Rep. Cleary: If an employer has an office, I would think for 15 minutes at the most, the mother could use his office. I would not think that would be so difficult to arrange. I think in most places there would be somewhere to set up.

Rep. Weiler: I remember in all of the testimony that we heard, there were several times the question was brought up if they had any data to support that the employers were not allowing the employees to do this - they were never able to answer the question, or they never had any data.

Obviously, I think it is important these mothers are given this opportunity to do that. I think they can work it out, as Rep. Niemeier explained earlier. I think they are doing that, and I would hate to mandate something to employers to force them to do something they are already doing voluntarily. Maybe in two or four years it comes back and there has been a lot of problems out there, then we can probably do something.

Rep. Niemeier: This is a relatively new awareness in the area of women's health. This is a situation that can be used in expressing milk in the work place. Women haven't been ones to complain about this. They accept the situation and so there have been no surveys made or reports filed. It is just beginning to open up. Why not lay a good ground work as is needed now. There isn't any penalty in this - it is not a stern bill - we're not being unreasonable with the employers - we're just asking them to make a reasonable effort.

Rep. Metcalf: We seem to be a little bit hung up on the word reasonable. Reasonable is used 3,100 some times in the current laws, so does that mean all of those laws are not needed just because they say reasonable in them? To me we are just offering a guideline, and I hope it is never needed. But we all say I've never heard of anybody complaining about it, but are we out there in the streets checking with every employer we see. I don't think so. What does it hurt to put this into law?

Rep. Weisz: Are we putting an unnecessary burden on an employer to require them to do something that wasn't their decision, but I can't imagine an employer not working with the employee. Regardless, there is going to be some inconvenience and if we try to say there shouldn't be any inconvenience and we get into the definition of reasonable, I think we open it up. I think we are going down a road that is going to cause problems. Don't fix it if it ain't broke - I don't see this as being broke.

Rep. Sandvig: May if the word reasonable is giving everybody so much trouble, we should just take it out and say "make effort".

Rep. Porter: That would make it actually worse because then it truly is a mandate.

Rep. Sandvig: I think if it is say a strip mall with just one or two employees that chances are they aren't going to have a nursing mom working there anyhow.

Rep. Niemeier: The word reasonable actually gives that employer an out. Women make a huge commitment to do this.

Vice Chairman Devlin: We all understand the necessity of what you are talking out, but I have yet to have found one business in North Dakota or one employee say "we wouldn't allow this". So then I go back home and they say "why do you always pass bills to correct something that doesn't need to be corrected".

Rep. Niemeier: Because there haven't been any surveys. These women are the silent minority.

Rep. Klein: Would this be totally a useless bill if we put may in there instead of shall?

Rep. Tiegan: In a previous job there were two teachers that had babies and we worked it out before hand - as far as allowing time out of the classroom. We lined up substitutes to cover for that period of time, and this is something we did willingly because we wanted to promote camaraderie and cooperation among staff.

Rep. Dosch: My question is the bill making a law the proper vehicle to raise awareness of this? There are brochures out there and support groups that nursing mothers could go to.

Rep. Weiler: Who decides what is reasonable in this case? Is it the employer or the employee?

Rep. Pollert: I'm going to move for a DO NOT PASS.

Rep. Weiler: Second

Vice Chairman Devlin: Discussion?

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House Human Services Committee

Bill/Resolution Number HB 1440

Hearing Date February 6, 2001

Rep. Niemeier: LeLeeche's principle activities is to support legislation. We chose the step of creating awareness.

Vice Chairman Devlin: Further comments? Clerk will poll the committee on a **DO NOT PASS**.

9 YES 4 NO 1 ABSENT CARRIED BY REP. PORTER

Date: 2/6/200
Roll Call Vote #: 1

2001 HOUSE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. HB 1440

House Human Services Committee

☐ Subcommittee on _____

or

☐ Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Not Pass

Motion Made By Pollert Seconded By Weiler

Representatives	Yes	No	Representatives	Yes	No
Rep. Clara Sue Price, Chairman			Rep. Audrey Cleary		✓
Rep. William Devlin, V, Chairman	✓		Rep. Ralph Metcalf		✓
Rep. Mark Dosch	✓		Rep. Carol Niemeier		✓
Rep. Pat Galvin	✓		Rep. Sally Sandvig		✓
Rep. Frank Klein	✓				
Rep. Chet Pollert	✓				
Rep. Todd Porter	✓				
Rep. Wayne Tieman	✓				
Rep. Dave Weiler	✓				
Rep. Robin Weisz	✓				

Total (Yes) 9 No 4

Absent 1

Floor Assignment Rep. Porter

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE (410)
February 7, 2001 8:16 a.m.

Module No: HR-22-2548
Carrier: Porter
Insert LC: . Title: .

REPORT OF STANDING COMMITTEE

HB 1440: Human Services Committee (Rep. Price, Chairman) recommends DO NOT PASS (9 YEAS, 4 NAYS, 0 ABSENT AND NOT VOTING). HB 1440 was placed on the Eleventh order on the calendar.

2001 TESTIMONY

HB 1440

TESTIMONY FOR HB 1440

REP. CAROL A. NIEMEIER, BUXTON, DISTRICT 20

PREMISE:

Women with infants and toddlers are the fastest growing segment of today's labor force. At least 50% of women who are employed when they become pregnant return to the labor force by the time their children are 3 months old. The American Academy of Pediatrics recommends breastfeeding for at least the first 12 months of a child's life. The academy also recommends that arrangements be made to provide expressed breastmilk if the mother and child must separate. Breastmilk contains all the nutrients a child needs for ideal growth and development, promotes closeness between mother and child, and is easy to digest. Breast milk is the first line of immunization defence and enhances the effectiveness of vaccines given to children. A number of recent studies have shown that breastfed children have higher IQs at all ages.

Breast feeding promotion and support are an integral part of the nutrition services of WIC. A study found that a breastfeeding WIC infant saves \$161 for the first 6 months of life as compared to formula fed infants. A Medicaid savings of \$112 per infant was realized while pharmacy costs were app. 50% lower.

In 1997, the United States had one of the lowest breastfeeding rates of all industrialized nations and one of the highest rates of infant mortality.

BENEFITS:

Women who wish to continue breastfeeding after returning to work have relatively few needs: efficient breast pumps, a clean, comfortable location to express milk at the worksite, the opportunity to pump their breast frequently enough to maintain the milk supply and an adequate place to temporarily store the milk.

Leaving her child following maternity leave is one of the most wrenching days of the new mother's life. Anything that may help that separation is important.

Many employers have seen positive results from facilitating lactation programs in the workplace, including low absenteeism, high productivity, high company loyalty, high employee morale, and lower health care costs.

RECOMMENDATION:

It is time to resolve out-dated views on breastfeeding and support employed women in making healthy choices for themselves and their children. This bill requires only minor adjustments in the work day for the lactating employee and could result in lifetime benefits to the family.

I ask for a favorable vote from the committee and would be pleased to answer any questions.

Testimony on HB 1440
Regarding Nursing Mothers
before the
House Human Services Committee
by
Jill Leppert, Department of Health
January 29, 2001

Good Morning Representative Price and members of the Committee. I am Jill Leppert, of the Division of Maternal and Child Health of the state Department of Health. I am the Breastfeeding Coordinator for the North Dakota Special Nutrition Program for Women Infants and Children or the WIC Program, as it is more commonly called.

The Division of Maternal and Child Health was asked to present information on what is involved in expressing breast milk. Advances in electronic breast pump technology have improved speed and convenience of the process. An electronic breast pump takes up surprisingly little space. A pump is usually no bigger than a breadbox. A mother can either purchase or rent an electric pump. With a double-cup electric pump, it takes about 15 minutes for an experienced woman to express the milk. Extra break-time would be needed if the breastfeeding room was some distance from the woman's workspace.

Manual Pumps are another option. Manual pumps have been improved for more comfort and efficiency. Expressing breastmilk with a manual pump generally takes a little longer than with an electric pump. With some women however, this option works best.

Finding space for a nursing mother's room is a concern of employers. A mother's room does not need to be a large space. The biggest concern would be to provide privacy for the mother while she is pumping. That can be done in an office (a do not disturb sign can be placed on the door), it can be done with a room divider or space can be set aside in a storage room. Expressed breastmilk can safely be stored in a portable cooler with ice packs, so a refrigerator at a worksite is not a necessity. Attached to this testimony is an estimate of the cost of furnishing a room for nursing mothers. Levels of cost range from \$145 for minimum accommodations to \$1055 for a company that provides an electric pump for the use of their employees. The cost of setting up a nursing mother's room is a one-time expense. Studies have shown that companies that have lactation support program for their employees will save money in the long run.

Although pumping at work may not be possible in every job, studies have shown benefits for the employer. These benefits are:

- Reduced staff turnover and loss of skilled workers after the birth of a child.
- Reduced sick time/personal leave for breastfeeding women because their infants are more resistant to illness
- Lower health care costs associated with healthier breastfed babies
- Higher job productivity, employee satisfaction and morale
- Added recruitment incentives for women

- There are less insurance costs for breastfeeding babies than for formula fed babies.

The Healthy People 2010 national breastfeeding goal is to achieve a breastfeeding rate of 75%. The MCH Division has tracked North Dakota statewide breastfeeding rates since 1993. That increased from 50% in 1993 to 58% in 1998. The rate has held at 58% for 1999 and for 2000. In 1996 an MCH survey of new mothers showed that one of the main reasons women gave for not starting breastfeeding at all, was because they were planning to go to work or school". North Dakota has one of the highest rates of employment of mothers of young children. Lack of support for breastfeeding when returning to work, may be one of the factors contributing to the lack of improvement in our breastfeeding rates.

Thank You

References:

What Gives These Companies a Competitive Edge? Worksite Support for Breastfeeding Employees available from the National Healthy Mothers, Healthy Babies Coalition 409 12th Street SW, Washington, DC 20024-2188

Workplace Models of Excellence 2000 Outstanding Programs Supporting Working Women that Breastfeed, available from the National Healthy Mothers, Healthy Babies Coalition 409 12th Street SW, Washington, DC 20024-2188.

1996 New Mother's Survey. Division of Maternal & Child Health, North Dakota Department of Health.

Estimated Cost of Furnishing a Workplace Lactation Room

Minimum Accommodations	Medium Accommodation	Maximum Accommodations
Private space / door that locks	Private room / door that locks	Private room / door that locks
Electrical outlet	Electrical outlet	Electrical outlet
Chair (\$40.00)	Chair (\$40.00)	Chair (\$40.00)
Small table (\$40.00)	Small table (\$40.00)	Small table (\$40.00)
Wastebasket (\$5.00)	Wastebasket (\$5.00)	Wastebasket (\$5.00)
Nearby sink with hot running water	Nearby sink with hot running water or sink in the room	Sink with hot running water in the room
Towel / soap dispensers (\$50.00)	Towel/ soap dispenser (\$50.00)	Towel / soap dispenser (\$50.00)
Sanitizer for wiping up spills (\$10.00)	Sanitizer for wiping up spills (\$10.00)	Sanitizer for wiping up spills (\$10.00)
Nearby storage compartment, refrigerator or personal cooler	Small refrigerator nearby or in the room (\$150.00)	Small refrigerator in the room (\$150.00)
Employee rents or owns her own breast pump	Employee rents or owns her own breast pump or company owns breastpump (\$500.00) Employee purchases personal pump kit	Company owns breast pump (\$500.00) Company purchases personal pump kits for employee (\$30.00)
Baby brought to mom for feedings	Baby brought to moms for feedings	Baby brought to moms for feedings
	Foot stool (\$20.00)	Foot stool (\$20.00)
	Bulletin board (\$10.00)	Bulletin board (\$10.00)
	Wall clock (\$15.00)	Wall clock (\$15.00)
	Wall or door space for participants to bring pictures of baby	Wall or door space for participants to bring pictures of baby
		Full length mirror (\$20.00)
		Pillows (\$30.00)
		Library of breastfeeding resources (free materials available)
		AM/FM radio/cassette player (\$60.00)
		Out going phone (\$45.00)
		Motivating art on walls (\$60.00)
Estimated cost = \$145.00	\$340.00 to \$840.00	\$1055.00 plus employee kits

6/16/97 Lactation Friendly Workplace Program - Minnesota Department of Health
Adapted with permission from the Texas Department of Health



North Dakota Dietetic Association

January 29, 2001

Whereas,

- Human milk is the preferred feeding for all infants¹,
- Exclusive breastfeeding is ideal nutrition and sufficient to support optimal growth and development for approximately the first 6 months after birth²,
- Breastfeeding provides psychological, nutritional and immunological benefits for and decreased rates of infant sickness^{1,3}, which can be projected into decreased medical costs^{1,3} for North Dakota and the nation,
- Breastfeeding has health benefits to the mother^{1,3},
- Breastfeeding results in reduced absenteeism from work for the mothers of infants⁴,

The 291 members of the North Dakota Dietetic Association strongly support HB 1440 that encourages employers to enable the decision of mothers to provide breast milk to their children. Both mothers and employers will benefit from this legislation. Employers can see reduced absenteeism and improved employee morale, both of which can result in increased productivity. Mothers can benefit by being able to work and continue to provide breast milk for their children after a maternity leave for up to a year or more.

We encourage the legislators of North Dakota to pass this legislation in recognition of the importance of breastfeeding to the current and future health of all the citizens of North Dakota.

Writing for the Board of the North Dakota Dietetic Association,

Karen K. Ehrens, LRD

References

1. American Academy of Pediatrics Policy Statement on Breastfeeding, "Breastfeeding and the Use of Human Milk", *Pediatrics*, Volume 100, Number 6, pp. 1035-1039, 1997.
2. Ahn CH, MacLean WC. Growth of the exclusively breast-fed infant. *American Journal of Clinical Nutrition*, 1980;33:183-192.
3. American Dietetic Association Position Paper on the Promotion of Breastfeeding, *Journal of the American Dietetic Association*, Volume 97, pp. 662-666, 1997.
4. Cohen R., Mrtek MB, Mrtek RG. Comparison of maternal absenteeism and infant illness rates among breast-feeding and formula-feeding women in two corporations. *American Journal of Health Promotion*, 1995;10:148-53.

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30 years ago when I breastfed my first daughter I was the only mother in the Rapid City hospital doing so and when we experienced difficulties the only advice I could find was to quit breastfeeding. Much has changed and most of it to the good. The initial Healthy People listed increasing the incidence and duration of breastfeeding and it continues to be a listed because the United States has not reached the initial goal. There is a wealth of information and support available now and I have been part of that trend for the past 25 years, first as a La Leche League Leader and for the last 15 years as a Board Certified Lactation Consultant. I currently work as a public health nurse and part of my job is working with breastfeeding mothers as well as make myself available on my own time. Phone calls are a large part of my work with mothers as well as home visits and coordinating a monthly breastfeeding support group. Some things haven't changed in the past 30 years but one thing has: almost all of the mothers I have contact with are employed outside the home. These women are a source of amazement and inspiration. The determination and inventiveness they need to be able to provide their babies with breastmilk while separated speaks to the importance of not only breastmilk but the breastfeeding relationship itself. Not all working mothers are as lucky as our state employees, for instance, who have the option of bringing their infants to work, have a room to pump in and the support and encouragement to do so. Other employers are supportive but too many are not and many mothers wean early because the hassle with work over pumping is just too much stress. HB 1441 will offer breastfeeding mothers support in their efforts to provide their children with the best possible start in life.