

# PUMP For Nursing Mothers Act

*Providing Urgent Maternal Protections for Nursing Mothers*



<https://www.insperity.com/blog/breastfeeding-at-work/>

## Extending Workplace Protections for Nursing Mothers

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Breastfeeding has health benefits for both mothers and infants, but mothers often face barriers that prevent them from breastfeeding after they return to work. Although the Break Time for Nursing Mothers law of 2010 required employers to provide reasonable break time and a private space for nursing mothers to pump, it unintentionally excluded nearly one in four women of childbearing age.

The Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act of 2021 (S. 1658/H.R. 3110) extends these protections to nursing mothers who were not covered by the Break Time law, such as agricultural workers, transportation workers, airline workers, and teachers. It requires employers to offer nursing employees reasonable break times and a private lactation area that is not a restroom for two years after the birth of a child, increasing the current duration by one year.

### BENEFITS OF BREASTFEEDING ACCORDING TO THE CDC

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**Reduces infant's risk of developing certain infections and diseases, such as asthma, ear infections, SIDS, and type 2 diabetes**

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**Lowers mother's risk of high blood pressure, type 2 diabetes, ovarian cancer, and breast cancer**

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**Breastmilk contains all vitamins, minerals, and nutrients needed for growth**

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**Creates a bond between mother and infant**

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Additional provisions of the PUMP act include:

- Clarifying that if a worker is not completely relieved of duty while expressing milk, they must receive at least minimum wage for this time
- Stating that if workers are not appropriately compensated, they can recover appropriate forms of relief in court
- Ensuring workers can express milk at work whether they give birth, act as a surrogate, adopt, or suffer a stillbirth
- Protecting employers by requiring a notice of at least 10 days if an employee plans to file suit for a violation of reasonable break time or a private space

### Business Benefits

Although breastfeeding has significant benefits for mother and infant, it is also beneficial for businesses. This act would increase the percentage of North Dakota women who feel comfortable and ready to return to the workforce after giving birth; furthermore, breastfeeding employees miss work less often as a result of infant illness and have lower health care costs. Finally, creating a supportive breastfeeding environment increases productivity and loyalty and creates a positive public image.



<https://health.clevelandclinic.org/pumping-at-work/>



The PUMP for Nursing Mothers Act was introduced to both Houses of Congress in May 2021 by Congresswomen Carolyn Maloney(D-NY), Jaime Herrera Beutler (R-WA), Lucille Roybal-Allard (D-CA), Alma Adams (D-NC), and Lauren Underwood (D-IL) and passed in October 2021. It is currently awaiting a senate vote, which will involve North Dakota Senators John Hoeven and Kevin Cramer.

Learn more about the progress and provisions of the PUMP Act at <https://www.congress.gov/bill/117th-congress/house-bill/3110>.

### SOURCES

<https://www.cbo.gov/publication/57340>

[http://www.usbreastfeeding.org/page/providing-urgent-maternal-protections-\(pump\)-for-nursing-mothers-act](http://www.usbreastfeeding.org/page/providing-urgent-maternal-protections-(pump)-for-nursing-mothers-act)

<http://www.usbreastfeeding.org/p/cm/ld/fid=234>

<https://www.cdc.gov/breastfeeding/about-breastfeeding/why-it-matters.html>