



**Written Statement for the Pennsylvania House Labor and Industry Committee
On House Bill 1100 The Workplace Accommodations for Nursing Mothers Act
October 8, 2015
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Thank you Representative Mauree Gingrich and members of the House Labor & Industry Committee for the opportunity to voice support for House Bill 1100, the Workplace Accommodations for Nursing Mothers Act, on behalf of the Pennsylvania state chapter of the National Organization for Women (PA NOW). We strongly support this legislation.

Many studies have demonstrated the benefits of breastfeeding to mother and child. Increased immunity protection, providing complete nutrition, building a stronger parent-child bond, and the cost savings of breastfeeding are just a few.

Working mothers are here to stay. American families rely on working mothers to survive financially. Yet working mothers have often been forced to discontinue breastfeeding their babies sooner than they wish due to family un-friendly workplace attitudes. These days, neither women nor men want to feel forced to choose between raising a healthy family and doing a good job at work. Yet Pennsylvania businesses have been slow to adjust to these facts.

The Workplace Accommodations for Nursing Mothers Act would require businesses to provide a private, sanitary space for nursing mothers to expel milk, and the ability to use either paid or unpaid break time, or both, to do it. It is a reasonable accommodation for employers to make, unless it places an undue hardship on them to do so, and it's the least businesses can do to help support their workers as they raise their families.

Philadelphia has this law in place and it is time for all Pennsylvania workers to be protected. Pennsylvania NOW urges you to support HB1100 and pass it quickly. We also urge you to support HB1176, the Pregnant Workers Fairness Act, which would provide reasonable accommodations at work for pregnant employees. Mothers are a permanent part of the US workforce and both women and men want nursing mothers to be able to continue breastfeeding their children, even once they're back at work. Please support this reasonable accommodation to support Pennsylvania's working families.