



## U.S. House of Representatives Passes the PUMP Act

October 22, 2021 the U.S. House of Representatives voted 276-149 and passed the **Providing Urgent Maternal Protections to Nursing Mothers (PUMP) Act**. If the Senate passes the bipartisan legislation, it will require employers with 25 or more employees to provide time and private space for nursing mothers. The bill will build on the Affordable Care Act of 2010, which amended the Fair Labor Standards Act (FLSA), to extend protections certain workers received, but the FLSA exempted nearly one in four women of childbearing age including agricultural workers, teachers, airline employees, software engineers, nurses, and many other low-wage workers which total about 9 million persons. A disproportionate number of low-wage working mothers of color face these challenges when returning to work as nursing mothers. The PUMP Act will eliminate the exemptions provided by the FLSA and allow workers to seek back pay and reinstatement if they are fired for requesting breaks to pump. The bill will also require employers to pay workers for time spent on breaks if the employees are not completely relieved of their job duties during the breaks. Specifically, the PUMP Act gives nursing mothers access to remedies available for other violations of the FLSA while giving employers a short window in which they must comply with the private space requirements. It also extends protections to two years after the child's birth and protects lactating workers in instances of stillbirth, adoption, or surrogacy. Studies have shown nearly 2/3 of breastfeeding discrimination cases end in job loss. The White House Office of Management and Budget has already signaled support for the bill as it issued a statement in September stating nursing mothers who do not have legal protections face serious health consequences including risk of infection, diminished milk supply, as well as inability to continue breastfeeding. Every Democrat in the U.S. House of Representatives along with 59 Republicans voted in favor of the bill. The US Chamber of Commerce, National Retail Federation, National Education Association, American Academy of Pediatrics, and over 160 additional organizations have strongly endorsed the bill.

### Free Education

#### December 1

1:00 p.m. – 2:00 p.m. Medela Webinar: Early Initiation as Standard of Care: Meeting Lactation Goals in Healthy and At-Risk Populations. Register at <https://www.medela.us/mbus/for-professionals/Education/Programs/Detail/810>

1:00 p.m. – 2:00 p.m. DASH Webinar: Policy to Protect our Moms: Supporting Breastfeeding and Ongoing Accountability. Register at [https://www.zoomgov.com/webinar/register/WN\\_r0xUu0TATHixN-4d\\_0fYQ](https://www.zoomgov.com/webinar/register/WN_r0xUu0TATHixN-4d_0fYQ)

#### December 6

2:00 p.m. – 3:00 p.m. ASTHO Webinar: Fostering Breastfeeding Equity through Community Engagement Part 1 of 3. Register at <https://account.astho.org/Events/Calendar-Of-Events/Meeting-Home-Page?MeetingId=8f692b3a-0e3c-ec11-b6e5-0022480ad620>

#### December 8

1:00 p.m. – 2:00 p.m. Medela Webinar. Hitting the Target – Transitioning in the NICU Baby from Trophic Feeds to Feeding at the Breast. Register at <https://www.medela.us/mbus/forprofessionals/Education/Programs/Detail/814>

### Breastfeeding Classes

- Peer counselors are available to provide individual breastfeeding classes at all **WIC** clinics.

### Breastfeeding Support

**WIC's Breastfeeding Program** 601-981-2304  
**Mississippi Lactation Services**, Dr. Christina Glick, M.D.  
601-932-6455  
**The Infant Risk Center** 806 352-2519 Dr. Thomas Hale's  
helpline for medications information  
**Merit Health Woman's Hospital Lactation Center** 601-933-  
6180 or 601-933-6493

### Mississippi Breastfeeding Coalition

- Holiday Celebration December 9, 2021 at 12:00 p.m. noon. Please join via Zoom. 🎄 🍷 🍷 🍷  
<https://us06web.zoom.us/j/85137289903?pwd=L0h0dERUSzhsbWlkEhZYUg3cTFtUT09>  
Meeting ID: 845 7163 4041  
Password: 647571

