

Fact Sheet - NH Senate Bill - 219

"The Breastfeeding Bill"

Breastfeeding isn't a lifestyle choice. It's a medical imperative.



Bi-Partisan Support: US Senator Kelly Ayotte, R from NH applauded the work on this bill and recommends state-level legislation for better breastfeeding protections. Her staff is tracking our work and reporting back to her. As the former Attorney General for NH, Ayotte breastfed in the workplace and is an advocate for mothers and breastfeeding. SB 219- has bi-partisan sponsors. (US Senator Kelly Ayotte holding Nursing Devon Frederick with Kate Frederick, author of SB 219.)



The Supreme Court of the United States: March 25, 2015 – ruled that employers are required to provide reasonable accommodations in most circumstances under Title VII Civil Rights Act – Pregnancy Discrimination Act. SB 219 would help employers know their current requirements under other Federal Laws, including the FLSA. Pic- Kate Frederick at SCOTUS during oral arguments in [\(Young V UPS\)](#)



State Legislation Affects Breastfeeding Rates (Maternal and Child Health Journal, The Association of State Law to Breastfeeding Practices in the US)

225 % greater in states with enforcement provisions

43 % greater in states with laws requiring a private area

81 % greater in states with exemptions from jury duty



The Savings for NH Employers Providing Accommodations – NH Business Review <http://www.nhbr.com/April-17-2015/The-cost-of-denying-breastfeeding-accommodation/>

Save \$14,500 per employee for Unemployment Insurance Benefits (NH Employment Security Claimant Brochure)

Save \$50 K per employee for worker retention vs new hire (Patagonia Founder, Yvonne Chouinard)

Save \$400 per breastfed baby of employee on health insurance claims healthvermont.gov/wic/documents/Nursingwebfactsheet.pdf

Save legal fees for complaints, investigations and lawsuits

Organizations that Support this Bill

The Business and Industry Association, State of NH Departments of: Labor & Health and Human Services-Public Health, The NH Breastfeeding Rights Coalition, NH Citizens Alliance, ACLU-NH, NH Commission on Human Rights, NH Voices for Health, March of Dimes-NH, NHBTF, A Better Balance and more.

Prepared by Kate Frederick. Submitted 4/30/15.