

House Joint Resolution 24

Sponsored by Representatives ACKERMAN, ROSENBAUM

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Encourages employers to reduce barriers to breast-feeding by employees.

JOINT RESOLUTION

1
2 Whereas extensive research documents diverse and compelling advantages and benefits for in-
3 fants, mothers, families and society from breast-feeding and use of human milk for infant feeding;
4 and

5 Whereas these advantages and benefits include health, nutritional, immunologic, developmental,
6 psychological, family, social, economic and environmental benefits; and

7 Whereas these benefits also include the potential for a decrease in annual health care costs of
8 \$3.6 billion in the United States, decreased costs for public health programs such as the Special
9 Supplemental Nutrition Program for Women, Infants, and Children (WIC), decreased parental em-
10 ployee absenteeism and associated loss of family income, more time for attention to siblings and
11 other family matters as a result of decreased infant illness, decreased environmental burden for
12 disposal of formula cans and bottles and decreased energy demands for production and transport of
13 artificial feeding products; and

14 Whereas the American Academy of Pediatrics, the American College of Obstetricians and
15 Gynecologists, the American Academy of Family Physicians, the Academy of Breastfeeding Medi-
16 cine, the World Health Organization, the United Nations Children's Fund and many other health
17 organizations recommend exclusive breast-feeding and the use of human milk for infant feeding for
18 the first six months of life; and

19 Whereas the American Academy of Pediatrics also recommends that babies continue to be
20 breast-fed for at least the first year of life, and longer if mutually desired by mother and baby; and

21 Whereas women with infants and toddlers are the fastest growing sector of today's labor force,
22 with at least 50 percent of pregnant women who are employed returning to work within three
23 months of giving birth; and

24 Whereas the Healthy People 2010 objectives for breast-feeding recommend that 75 percent of
25 new mothers initiate breast-feeding, 50 percent continue to breast-feed for at least six months and
26 25 percent continue to breast-feed for at least 12 months; and

27 Whereas the National Centers for Disease Control and Prevention 2003 statistics on rates of
28 breast-feeding in Oregon indicate that while 88 percent of new mothers initiate breast-feeding, only
29 26.8 percent continue to exclusively breast-feed for six months; and

30 Whereas the American Academy of Pediatrics states that one obstacle to initiation and contin-
31 uation of breast-feeding is maternal employment, especially in the absence of workplace facilities
32 and support for breast-feeding; and

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 Whereas women who wish to continue breast-feeding after returning to work have relatively
2 simple needs, which include a clean, convenient and private location to express milk at the work
3 site and adequate break time in which to do so; and

4 Whereas employers who accommodate their breast-feeding employees experience significant
5 economic benefits, including reduced employee absences, reduced costs to company health care plans
6 (average health care savings is \$400 to \$1,000 a year for every breast-fed baby), improved employee
7 morale and increased employee retention; and

8 Whereas in 1999 Executive Order 99-10 required that all state agencies provide accommodation
9 for breast-feeding employees; now, therefore,

10 **Be It Resolved by the Legislative Assembly of the State of Oregon:**

11 That all Oregon employers should accommodate their breast-feeding employees by:

12 (1) Developing employment policies that promote and support the initiation and continuation of
13 exclusive breast-feeding;

14 (2) Providing a clean, convenient and private location for employees to express milk or breast-
15 feed;

16 (3) Allowing employees adequate break time to express milk or breast-feed;

17 (4) Becoming designated as a Breastfeeding Mother Friendly Employer through the Department
18 of Human Services; and

19 (5) Selecting health insurance coverage that covers the cost of breast-feeding education,
20 lactation services and breast pumps; and be it further

21 Resolved, That the goal of this resolution is to encourage employers to reduce barriers to ini-
22 tiation and continuation of breast-feeding by their employees by using strategies that have proven
23 effective in a wide range of settings, including corporations, educational institutions, local govern-
24 ment offices, manufacturing and sales organizations and tribal organizations.

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