



## TXBC Newsletter

### PROVIDING URGENT MATERNAL PROTECTIONS

It passed! The 2022 PUMP Act (Providing Urgent Maternal Protections) was passed to close some of the loopholes in the original 2010 law. It almost entirely closes the coverage gap that left 1 in 4 women of childbearing age without federal protection of their right to a private space & time as needed to pump during the workday. It expands the legal right to nearly 9 million more workers, including registered nurses, teachers, farmworkers, & many others.

This law makes it possible for an employee to file a lawsuit against an employer that violates the law. Once the PUMP Act goes into effect, employees who are harmed when their employer does not comply are now able to seek a monetary remedy in court. The law requires that an employee must first notify their employer stating adequate space has not been provided & then allow for a period of 10 days to resolve the complaint before filing. It also clarifies that time +/- overtime wages will accrue if an employee is not completely relieved from work duties to pump.

Under the Break Time for Nursing Mothers law, as updated by the PUMP Act, employers of ALL sizes are required to provide a clean, private space & a reasonable amount of time for lactating workers to express milk for up to ONE year following the birth of the employee’s child. It CAN-NOT be a bathroom. Employers that have fewer than 50 employees are also included in this law & must provide space & break time; however, they may be excused from complying if they are able to prove that it would impose an “undue hardship” on their organization. The burden of proof would need to be provided by the employer.

Nearly all workers are now covered by the federal lactation space requirements & break time. Special rules will apply to certain rail carrier & motorcoach employees. **Unfortunately**, airline flight crewmembers (flight attendants & pilots) remain uncovered by the law. However, many of these employees have a right to lactation break time & private space under other federal & state laws or through their employer’s internal policies. They may be able to receive break time & space as a reasonable accommodation under the [Pregnant Workers Fairness Act](#) which goes into effect on June 27, 2023.

The PUMP Act will go into effect on April 28, 2023, with a 3-year delay in the implementation of the protections for certain rail carrier & motorcoach employees.

The PUMP Act protects workers nationwide. State & local laws that provide additional protections remain in effect and are not changed by the PUMP Act. For more **information on the law**, please visit the [Break Time for Nursing Mothers](#) webpage.

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## UPDATES & ANNOUNCEMENTS



TXBC In Person Meeting—Saturday, April 1 in Bryan/College Station

\*This meeting will replace the March member meeting\*

More information to come.

TXBC Member Zoom Meeting—May 9 at 12:00 pm

ILCA 2023—August 13-15 in Las Vegas

<https://www.eventscribe.net/2022/ILCA/aaStatic.asp?>

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*All great achievements require time.—Maya Angelou*

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## EDUCATIONAL OPPORTUNITIES

USLCA—[USLCA - United States Lactation Consultant Association](#)

ILCA—[Home - International Lactation Consultant Association \(ilca.org\)](#)

USBC—[U.S. Breastfeeding Committee \(usbreastfeeding.org\)](#)

Gold Lactation—[GOLD Online Lactation Conference 2023 | Lactation & Breastfeeding Conference \(goldlactation.com\)](#)

Lactation Education Resources—[Lactation Education Resources - Home \(lactationtraining.com\)](#)

IBCLC Education—[Lactation Education Program \(95 hours\) - College of Nursing and Health Innovation \(asu.edu\)](#)





## Meet the TXBC Secretary– Heather Martin, IBCLC

**Q: At what point did you realize you wanted to become a lactation professional?**

*A: To be honest, I hadn't ever thought of becoming a Lactation professional. As a La Leche League Leader with a larger active group, I loved leading meetings, helping families & seeing babies grow & thrive. It was only after a visiting IBCLC & WIC Peer Counselor said "Hey, you should be an IBCLC- I can see your passion!" did I realize being an IBCLC or Lactation professional was a possibility.*

**Q: Have you always worked in Private Practice?**

*A: Yes, the ability to balance my work with my children, homeschooling & other volunteer work made Private Practice the best option when I first certified & it's been an amazing journey to see my practice thrive & grow through the years.*

**Q: What are the top 3 things you LOVE about breast/chest feeding and/or human milk?**

*A: The power of it's simplicity- a liquid food that grows babies, can be used as medicine and a calming device for rough times/ days. That's power! The similarity between THC & the chemical reaction as milk reacts with the lining of the stomach= Milk High, happy babies. The ability to change throughout a baby's year or years to meet their needs & help them grow- it sounds like sci-fi but I love that it constantly changes for our babies.*

**Q: When you are not talking about ALL things Lactation, where would we find you?**

*A: Most likely on an adventure with my kids or ignoring another pile of laundry while curled up with a book & a cup of tea.*

## Who are we?

We are an organization of moms, lactation consultants, organizational professionals, breastfeeding supporters and individuals, whose goal is the same...

to support and promote the importance of human milk and breastfeeding.

Membership in the Texas Breastfeeding Coalition is open to all who protect, promote, and support policies and practices which enable Texas families to provide human milk to their children and/or meet their personal breastfeeding goals, including professionals, organizations, businesses, and individuals!





## ORGANIZATIONAL INFORMATION

Member meetings are held via Zoom or phone, on a bimonthly basis, the second Tuesday of the month, on the odd months. Spring & Fall meetings are in person in different locations around the state.

The newsletter is on a bimonthly basis, on the even months.

The new website address is **TXbreastfeedingcoalition.org**.

It's time to **renew your membership!**

Membership is \$20 for individuals, \$100 for small businesses/non profits (less than 4 employees) & \$250 for businesses.

Three ways to pay:

- Venmo account - txbc1
- PayPal— Paypal@txbfcoalition.org

Or, if paying by check, please mail the check to the following address...

- TXBC, 1624 Coriander, Austin, TX 78741

**Coupon code** for discount on books at Praeclarus Press: TXBC.

TX BREASTFEEDING COALITION  
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