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March 19, 2007

Mr. Chairman and Members of the Committee:

My name is Jenny Kaleczyc and I am an attorney in private practice. My husband and I have a 3-year-old daughter and a six-month-old son. Both my children received, or in the case of the little one, are receiving exclusively breastmilk.

### **A Mom's Perspective**

Having a new baby is a life-changing event for any parent. And just when new moms begin to adjust to life with the baby--and by this what I really mean is no sleep--most Montana women have to go back to work.

A few short weeks after my daughter was born, I returned to my job at the Montana Supreme Court with my breast pump in tow. I found a dingy utility closet to pump in. I wedged a chair into the tiny windowless, unheated room where the holiday decorations and seldom used law books were stored and expressed milk for my baby 2-3 times a day. The room was small and dirty. There was nowhere to set my pump and bottles. And I was one of the lucky ones just because I had a place to pump at all. In my current job, I am fortunate to have a private office where I can just close the door during my twice-daily pumping sessions for my son.

But I am here today to speak for all Montana mothers who pump in unsanitary bathroom stalls or in their car when it is 10 below zero or 90 degrees. Even more so, I am here today to speak for the Montana mothers who are too intimidated or embarrassed to even try expressing milk for their babies when they go back to work.

I frequently meet women who say they "couldn't" breastfeed because they had to go back to work. Discussing breastfeeding and breast pumps with her boss is not something new mothers look forward to. Knowing that an employer thinks breastfeeding is important enough to give a mother a sanitary place an unpaid break time to pump would give more mothers the determination to making breastfeeding and paid work happen.

### **Benefits to Employers**

Encouraging employees to breastfeed also creates a financial boon for employers. Because breastfed babies are on the average healthier than formula-fed babies, studies have shown that breastfeeding moms are 7 times less likely to be absent from work to care for a sick baby.<sup>1</sup>

In one study, researchers compared 1000 formula-fed babies to 1000 exclusively breastfed babies. The formula-fed babies had 2033 excess visits to the doctor and 212 excess days of hospitalization. Assuming all these babies have parents who work outside the home, another way to put it is 2033 times a parent had to miss work to take a baby to a doctor's appointment and 212

times a parent had to miss work to tend to a sick baby in the hospital--all for illnesses preventable by breastfeeding.<sup>2</sup>

Breastfeeding is so beneficial that even insurance companies are realizing they can save money by encouraging it. One insurance company studied the issue and found that the additional health care cost of a formula fed baby over a breastfed baby in the first year of life is \$1435.<sup>3</sup>

Studies also show that supporting moms who want to pump breastmilk at work increases employee loyalty, productivity and helps with recruiting qualified employees.<sup>4</sup> Also, researchers are finding that new moms are more likely to return to work rather than stay home after maternity leave if they know they will be able to pump milk at work.<sup>5</sup>

Some large employers now even provide rooms specially designed to accommodate nursing moms. These employers are finding they get a \$4-5 return for each dollar they invest in supporting breastfeeding employees.<sup>6</sup>

In the written testimony I submitted, I listed the citation for each study I mentioned and would be glad to provide committee members with copies of any of them at your request.

### **Conclusion**

There aren't that many things government can do that indisputably help working mothers, improve their babies' health, reduce health care costs, reduce employee absenteeism and increase worker productivity that doesn't cost taxpayers a penny. But this bill is one of them. It is truly pro-family.

I urge your support of this important legislation and would be happy to answer any questions.

1. Geisel, Jerry. 1994. "Lactation programs yield multiple benefits." *Business Insurance* 28 (5), p. 12.
2. Ball, Thomas M., MD, MPH and Anne L. Wright, PHD, *Pediatrics* Vol. 103 No. 4 April 1999, pp. 870-876 .
3. Kaiser Permanente Study, 1994-1995. <http://www.visi.com/%7Eartmama/kaiser.htm>
4. Geisel, Jerry. 1994. "Lactation programs yield multiple benefits." *Business Insurance* 28 (5), p. 12 and Shalowitz, Deborah. 1993. "Lactation program speeds mothers' return to work." *Business Insurance* 27 (40), p. 21.
5. Katcher, Avrum. L. And Mary Grace Lanese. 1985. "Breast-feeding by employed mothers: A reasonable accommodation in the work place." *Pediatrics*, 75 (4): 644-647.
6. Shalowitz, Deborah. 1993. "Lactation program speeds mothers' return to work." *Business Insurance* 27 (40), p. 21.

EXHIBIT 7  
DATE 3.19.07  
SB 89

March 19, 2007

Chairman Jore, members of the Committee, my name is Stacey Anderson. I am here representing myself in support of SB 89.

As a former employee of DPHHS and a current, frequent visitor to the Capitol, it is critical as a breastfeeding mother to have access to safe, clean, and private facilities in order to feed my son or support my efforts to pump. As a DPHHS employee, I found the bathroom not conducive to pumping – the one bathroom that was touted as the breastfeeding room really was a single stall bathroom with an old couch and a privacy screen that did nothing to provide privacy for my pumping or disguise the fact that I was in a public bathroom. Given that, I made every effort to avoid pumping and instead used every break and lunch break I had to run out to my daughter's daycare to feed her. I was lucky to have the support of a flexible supervisor, but I suspect many state employee's are not so lucky.

Today, with my son in tow, I've found it really challenging to find privacy or baby-friendly rooms in the Capitol. As the seat of our state's government, it is important to make it as accessible as possible to all Montana citizens. Oddly, the fourth floor women's room is comfortable a private, but the average visitor to the Capitol would be unaware of that option without discreet placement of signs around the building to direct her to that location. It's also noteworthy to mention that there are no changing tables in the Capitol – truly a challenge to any visitor who might have an infant.

I urge you to support SB 89 – breastfeeding and pumping are critical to the health of our babies. Visitors and employee's of the State of Montana should have a government that supports healthy kids and this is one small step in the right direction.

EXHIBIT 8  
DATE 3.19.07  
SB 89

Montana House of Representatives, Education Committee  
March 19, 2007

Dear Committee Members:

As a Registered Dietitian and Licensed Nutritionist, I support SB89. I have spent my professional career working with pregnant and breastfeeding women and their children.

I believe the support of breastfeeding in the workplace is important for working mothers. Many do not have the luxury of taking extended leave or not working.

There are many benefits to breastfeeding. A number of them are health related, such as breastfed infants having fewer incidence of otitis media and gastrointestinal illness or reduced risk of obesity. Some of the health benefits will be seen early in the infant's life, others will be long-term benefits for the mother and infant. Because of the health benefits, I expect health care costs to be lower, not only currently, but also down the road.

Employers would reap a number of benefits by supporting their employees in breastfeeding. The return of trained staff, lower absenteeism due to infant illness and lower health care costs (which should reduce insurance premiums in a group health care plan.). They may also find that their employees who receive support to breastfeed are more content with their employer because they did not have to choose between breastfeeding and work.

I know that this bill does not include all employers, but is a good start for setting an example of how it can be for a mother to return to work and still provide breastmilk, the best nourishment, for her infant.

Thank you for your consideration of this bill.

Sincerely,



Chris Fogelman

2169 Alpine Drive  
Helena MT 59604

EXHIBIT 9  
DATE 3.19.07  
SB 89

Chairman Rick Jore  
Montana House of Representatives  
P.O. Box 200400  
Helena, MT 59620-0400

Dear Chairman Jore and members of the Education Committee,

I am the Labor/Delivery and Nursery Manager at Kalispell Regional Medical Center (KRMC) in Kalispell, MT and I am writing to offer my thoughts on Senate Bill 89, which is before your committee. Last month I wrote to Sen. Barkus and shared these same thoughts with him.

I firmly believe breast milk is the best nutrition for babies and that more should be done to promote breastfeeding. I do support the primary goal of Senate Bill 89, which is to provide support to breastfeeding moms once they return to work, since returning to work is one of the reasons many moms stop breastfeeding. However, I am concerned with some of the language in the Senate Bill 89, and the negative effect it will have on moms in Montana.

Greater than 90% of the moms who give birth at KRMC chose to breastfeed and are absolutely supported in this decision. However, some moms are unable to or choose not to breastfeed their babies. The moms who choose to feed their infants formula are entitled to the same level of care, support and encouragement as the moms who breastfeed. So, I am concerned specifically about the language in Senate Bill 89 that implies moms who do not breastfeed are placing their babies at risk for developing diseases such as leukemia, cancer, and diabetes. I feel this will mislead moms into believing they will do serious harm to their babies if they do not, or cannot breastfeed. I am unaware of any conclusive scientific evidence that supports this language.

Therefore, I urge you to focus on the positive aspects of the Senate Bill 89 and remove the negative language from the bill. I feel the goal of promoting and supporting breastfeeding can be accomplished without scaring moms and creating unnecessary feelings of guilt during what should be a joyous time in their lives.

Sincerely,

*Mindy Tuzey, RNC  
Labor/Delivery, Nursery Manager*