



Legislative Testimony
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**Written Testimony Supporting Senate Bill 1030, An Act Concerning
Breastfeeding in the Workplace**

Senator Kushner, Representative Sanchez, Ranking Members Sampson and Weir,
and members of the Labor and Public Employees Committee:

My name is Jess Zaccagnino, and I am the policy counsel of the American Civil Liberties Union of Connecticut (ACLU-CT). I am writing to testify in support of Senate Bill 1030, An Act Concerning Breastfeeding in the Workplace.

Supporting breastfeeding parents helps all people in Connecticut to continue to participate fully in society. We all deserve the liberty to exist in the public world—no matter our circumstances—and sometimes those circumstances include feeding a baby breastmilk. By aligning state law with federal law and strengthening workplace protections, this bill advances gender, racial, and economic justice. It recognizes that breastfeeding parents—women, transgender men, and nonbinary people—already face wage disparities compared to cisgender men¹ and should not have to choose between their livelihoods and feeding their children.

Protecting the right to breastfeed is a fundamental reproductive decision and a matter of reproductive justice. How and when a person feeds their baby is a critical and personal decision about their body and family—one that should not be dictated by an employer. The right to breastfeed is not worth much if a person is prevented, by their lived reality, from exercising it. Numerous barriers still exist to

¹ Crosby Burns, *The Gay and Transgender Wage Gap*, CTR. AM. PROGRESS (Apr. 16, 2012), <https://www.americanprogress.org/article/the-gay-and-transgender-wage-gap/>.

breastfeeding, particularly for low-wage workers and Black and Latine people.² By requiring employers to provide reasonable break time for employees to express breast milk or breastfeed as needed, rather than restricting them to meal or break periods, Connecticut would take a critical step toward workplace fairness and economic equity.

Senate Bill 1030 will make it easier for breastfeeding parents to work, feed their baby, and exercise their reproductive liberty without being subjected to the whims or denials of their employers. We also appreciate the fact that this bill uses gender inclusive pronouns when discussing breastfeeding parents, because transgender men and nonbinary parents also are capable of breastfeeding and deserve the same dignity as any other breastfeeding parent. The ACLU-CT supports Senate Bill 1030, and urges this Committee to do the same.

² Katy B. Kozhimannil, et al., *Access to Workplace Accommodations to Support Breastfeeding After Passage of the Affordable Care Act*, 26 WOMEN'S HEALTH ISS. 6 (2016), <https://www.sciencedirect.com/science/article/abs/pii/S1049386715001176>.