

**KARIN POWER**  
**STATE REPRESENTATIVE**  
DISTRICT 41  
MULTNOMAH AND CLACKAMAS COUNTIES



## HOUSE OF REPRESENTATIVES

Chair Taylor, Vice Chair Knopp, members of the committee,

My name is Karin Power and I am honored to represent House District 41.

I am pleased to bring you House Bill 2593 today, which passed out of House Business and Labor and off the House Floor unanimously.

Oregon last updated its workplace breastfeeding and pumping statute in 2007. Since that time, federal law has surpassed Oregon law. Since federal law in this arena does not expressly preempt state law but rather applies to certain classes of employees covered by the Fair Labor Standards Act, today there is a patchwork of provisions for pumping or breastfeeding one's child in the workplace that differ by employee type/class and business size. Currently, in the Oregon laws that are now some 12 years old, an employee has 30 minutes to pump or breastfeed every four hours. As the House Committee on Business and Labor heard, this can be physically impossible for many. This is especially the case when babies are little and eating more frequently, without risking serious infections, physical leaking and embarrassment at work, or having to stop pumping and thus breastfeeding altogether at a time in a child's life when we know the nutritional and health benefits of breastmilk are peerless.

HB 2593 will therefore update Oregon law so it aligns with federal law by providing uniform reasonable rest periods for the expression of breast milk, available to all employees. This bill does not change current law, which states that if an employee requires breaks beyond the paid breaks currently provided under law, then the employee may take either unpaid breaks or elect to work earlier or later in the day to make up for time. Employers with 10 or fewer employees may apply for an undue hardship if they believe they cannot accommodate these breaks through the normal undue hardship processes.

By updating our statute, we will be acknowledging that breastfeeding and pumping is a normal part of having a child that is a good thing to accommodate in our workplaces and affirming the importance of breastfeeding where physically possible.

Thank you for your time and consideration.

Best,

State Representative Karin Power

