



February 7, 2023

Representative Michael Nelson
Chair, Labor and Industry Finance and Policy
100 Rev. Dr. Martin Luther King Jr. Blvd
Saint Paul, MN 55155

Dear Chair Nelson and Members of the Committee:

Minnesota's Prenatal to Three Coalition (PN-3) writes in support of the pregnant and nursing people provisions outlined in HF 1104. Pregnant and nursing people continue to experience workplace intimidation and retaliation when making requests for accommodation. Without protection from hazardous workforce activities, pregnant people are at increased risk of poor health and birthing outcomes. The Coalition believes these additional workforce protections can improve pregnancy outcomes for employees and reduce workplace discrimination or employer retaliation.

Employee protections for lactating people and nursing mothers are essential in supporting Minnesotan families provide critical food to their children and help mitigate concerns of families who continue to manage formula shortages. In mandating employers make a reasonable effort to accommodate their lactating employees, nursing employees will have the opportunity to express milk in a clean facility and then promptly return to work.

The PN-3 Coalition believes supporting employed parents through the pregnancy and postpartum period will increase workforce retention and uplift Minnesotan families. Please join us in supporting HF 1104 to ensure pregnant people and new parents in Minnesota are able to work with dignity and adequate support.

Thank you,

Deb Fitzpatrick,
Children's Defense Funds-MN,
Co-Chair

Nancy Jost,
West Central Initiative,
Co-Chair

Laura LaCroix-Dalluhn,
MN Prenatal to Three (PN-3) Coalition,
Coalition Coordinator