

# MICROFILM DIVIDER

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ROLL NUMBER

DESCRIPTION

1464

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Yolanda Richardson  
Operator's Signature

10/6/83  
Date

2003 HOUSE INDUSTRY, BUSINESS AND LABOR  
HB 1464

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Salvatore Riccardi  
Operator's Signature

10/16/03  
Date

2003 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. 1464

House Industry, Business and Labor Committee

Conference Committee

Hearing Date February 3, 2003

Tape Number	Side A	Side B	Meter #
3		X	981-3370

Committee Clerk Signature *Elizabeth R. Feier*

Minutes: **Chair Keiser** opened hearing on HB 1464

**Rep. Niemeier** Supports with written testimony

**Rep. Johnson:** Concerning lines 14 and 15, will the Dept. of Labor have penalties? Rep.

Niemeier said penalties will cause problems for employers. Some just do not have the facilities and employers will do what they can.

**Rep. Keiser** questioned the "shall," and "reasonable" language and how we define "reasonable."

Rep. Niemeier noted this is an ongoing problem with legislation because it is not cut and dried. It really depends on the situation.

**Rep. Keiser** questioned the WIC survey on the written testimony and Rep. Niemeier cautioned that the numbers only reflect WIC participants, not everyone.

**Karen Ehrens (Licensed Registered Dietitian):** Supports with written testimony. In addition, she mentioned that 76% of mothers in ND with children under 5 work.

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*Coloeta Rickford*  
Operator's Signature

*10/16/03*  
Date

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House Industry, Business and Labor Committee

Bill/Resolution Number 1464

Hearing Date February 3, 2003

**Carol Two Eagles (citizen):** Supports the bill. She has been able to offer this to her employees and believes this promotes healthy living.

**Jill Leppert (WIC):** Supports with written testimony.

**Chair Keiser** closed hearing on HB 1464.

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To Costa Richardson  
Operator's Signature

10/16/03  
Date

2003 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. 1464

House Industry, Business and Labor Committee

Conference Committee

Hearing Date February 10, 2003

Tape Number	Side A	Side B	Meter #
1		X	5080-end
2	X		0-750
Committee Clerk Signature <i>Elizabeth R. Feier</i>			

Minutes: **Chair Keiser:** Opened discussion on HB 1464.

**Rep. Klein** moved DNP on HB 1464. Seconded by Rep. Ruby

**Rep. Ekstrom:** Most women with children are in the work force. It's a statement to make ND worker-friendly.

**Rep. Ruby:** This does not apply to young mothers going to school. This looks at image, but is it one of mandate or just family friendly.

**Rep. Johnson** believes this is just a message because there is no penalty.

**Rep. Keiser:** Does not like the "unpaid break time" language because it suggests not paying the women while they are pumping. It is, however, sending a message and reports can be sent to the Labor Commission.

**Rep. Froseth** sees the point of being employee friendly, but we can't regulate every employer/employee relationship. Employers can have something like this in their employee handbook.

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*Richard*  
Operator's Signature

*10/16/03*  
Date

Page 2  
House Industry, Business and Labor Committee  
Bill/Resolution Number 1464  
Hearing Date February 10, 2003

**Rep. Zaiser** agrees that there are inconsistencies in the language. Does not believe this is a litmus test for people moving to ND because we are worker-friendly.

**Rep. Ekstrom:** This bill is permissive. Mothers will not always ask for the provisions. We should want to promote healthy lifestyles.

**Rep. Thorpe:** Supports bill because it adds legitimacy for the employee not getting terminated.

**Rep. Nottestad:** Supports bill because it encourages the employee to ask. Right now they may not ask because they had to ask for time off during the pregnancy and for the birth.

**Vote: 10 Yes 4 No 0 Absent and not voting Carrier: Rep. Tieman**

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To Costa Richardson  
Operator's Signature

10/10/03  
Date

FR

Date: 2/ /03  
Roll Call Vote #:

2003 HOUSE STANDING COMMITTEE ROLL CALL VOTES  
BILL/RESOLUTION NO. 1464

House INDUSTRY BUSINESS & LABOR Committee

Check here for Conference Committee

Legislative Council Amendment Number \_\_\_\_\_

Action Taken DNP

Motion Made By Klein Seconded By Ruby

Representatives	Yes	No	Representatives	Yes	No
Chairman Keiser	✓		Boe	✓	
Vice-Chair Severson	✓		Ekstrom		✓
Dosch	✓		Thorpe		✓
Froseth	✓		Zaiser	✓	
Johnson		✓			
Kasper	✓				
Klein	✓				
Nottestad		✓			
Ruby	✓				
Tieman	✓				

Total (Yes) 10 No 4

Absent \_\_\_\_\_

Floor Assignment Tieman

If the vote is on an amendment, briefly indicate intent:

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To Costa Richardson 10/16/03  
Operator's Signature Date

REPORT OF STANDING COMMITTEE (410)  
February 10, 2003 11:10 a.m.

REPORT OF STANDING COMMITTEE  
HB 1464: Industry, Business and Labor Committee (Rep. Keiser, Chairman)  
recommends DO NOT PASS (10 YEAS, 4 NAYS, 0 ABSENT AND NOT VOTING).  
HB 1464 was placed on the Eleventh order on the calendar.

Module No: HR-25-2099  
Carrier: Tieman  
Insert LC: . Title: .

(2) DESK, (3) COMM

Page No. 1

HR-25-2099

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*Jalosta Richardson*  
Operator's Signature

*10/16/03*  
Date



2003 TESTIMONY

HB 1464

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Salista Rickford  
Operator's Signature

10/16/03  
Date



# North Dakota Dietetic Association

February 3, 2003

Testimony for HB 1464

Chairman Keiser and Members of the House Industry, Business and Labor Committee:

Good afternoon, my name is Karen Ehrens. I am a Licensed, Registered Dietitian (LRD) and appear before you today on behalf of the North Dakota Dietetic Association asking for your favorable consideration of HB 1464.

It is agreed by major medical associations including the American Academy of Pediatrics and the American Dietetic Association and government agencies including the US Centers for Disease Control and Prevention (CDC) and the US Department of Agriculture (USDA) that human breast milk is the preferred food for infants. Breastfeeding benefits both the physical and emotional health of mothers and infants.

Recent research indicates that people who were breastfed for several months as infants have a lower risk of developing diabetes, obesity and cancer. In North Dakota, 5.2 % of the population has been diagnosed with diabetes and 60.4% of the adult population is overweight or obese. Effort put forth today to increase the rate of breastfeeding can positively impact future rates of diabetes and obesity. This will be translated into future improved health and quality of life and reductions in healthcare and health insurance costs.

In addition to health benefits, breastfeeding provides benefits to society. Mothers who breastfeed experience reduced absenteeism from the workplace and reduced healthcare costs. The 298 members of the North Dakota Dietetic Association strongly support HB 1464 that encourages employers to support and enable mothers in their decision to provide breast milk for their children. Both mothers and employers will benefit from this legislation. Employers who support a mother and child will gain employee loyalty and good will. The reduced absenteeism and improved morale can result in increased productivity.

Even more than providing support to their immediate employees and their families, such legislation can be a tool to support economic development. Legislation such as this sends a message to young families we are so desperately trying to hold on to and to those we are trying to attract. Legislation such as this says the leaders in the North Dakota State Legislature and employers in North Dakota care about young families. This is another benefit that North Dakota can present to potential employers and employees when selling the quality of life we know exists in our state.

Efforts to increase the rate and duration of breastfeeding are needed in several areas. Education of mothers and healthcare workers needs to continue along with efforts to break down societal barriers. Passage of this bill will be an excellent boost to ongoing efforts in North Dakota in both of these areas.

