

Testimony of Michelle Noehren
Before the
Labor and Public Employees Committee
February 9, 2020

H.B. No. 5158, AN ACT CONCERNING BREASTFEEDING IN THE WORKPLACE.

H.B. No. 6380, AN ACT CONCERNING THE DISCLOSURE OF SALARY RANGE FOR A VACANT POSITION.

Senator Kushner, Representative Porter, and members of the Labor and Public Employees Committee, thank you for this opportunity to provide written testimony in support of the above referenced bills.

H.B. 5158, AAC Breastfeeding in the Workplace would expand current law by ensuring that a breastfeeding employee has a private space where they do not need to worry about being exposed to the public or another employee, would require this private space to have an electrical outlet, which makes sense because the majority of breast pumps are electric, and would require that there be a refrigerator for the employee to store their breastmilk while at work.

I applaud the committee for modernizing the current breastfeeding in the workplace statute. These changes will help breastfeeding employees have the space, privacy, and mechanisms they need to successfully pump at work.

H.B. 6380, AAC the Disclosure of Salary Range for a Vacant Position is an important step in achieving pay equity. Knowing the salary range of a position is important for everyone, but especially for women. Due to the wage gap, women make .81 cents to every dollar a man earns. The wage gap is even greater for women of color.

Providing a prospective employee the salary range of the position they applied for allows that person the ability to negotiate their pay more effectively. Transparency in pay creates a more equitable workforce where employees are compensated more fairly.

Thank you for your attention to these important matters.