

Right of Nursing Mothers

Section 206-c of the New York State Labor Law provides the right of nursing mothers to express breast milk. In accordance with the law, the Library shall provide 30-minute reasonable unpaid break time each day to allow an employee to express breast milk for her a nursing child for up to three years following childbirth. Employees may use other paid break or meal time to cover any time beyond 30 minutes. Employees are allowed a paid lactation break each time they have a reasonable need to express milk. (*See also:* Work Schedules and Breaks) (*See also:* Work Schedules and Breaks)

An employee wishing to avail herself of this benefit is required to give advance notice. Such notice shall preferably be provided to the employer prior to the employee's return to work following the birth of the child in order to allow the Library an opportunity to establish a location and schedule time amongst multiple employees if needed.

~~Each break shall generally be no less than 20 minutes, and may run concurrently with regularly scheduled paid rest breaks or meal times.~~

~~Upon the election of the employee, the Library will allow the employee to work before or after her normal shift to make up the amount of time used during the unpaid break time(s) for the expression of breast milk so long as such additional requested time falls within normal Library operating hours. (*See also:* Work Schedules and Breaks)~~

The Library is not responsible for ensuring the safekeeping of expressed milk stored in the refrigerator on its premises.