

# STATE OF NEW YORK

4844--A

2021-2022 Regular Sessions

## IN SENATE

February 16, 2021

Introduced by Sen. BIAGGI -- read twice and ordered printed, and when printed to be committed to the Committee on Labor -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the labor law, in relation to expanding the rights of nursing mothers to express breast milk

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. Section 206-c of the labor law, as added by chapter 574 of  
2 the laws of 2007, is amended to read as follows:

3 § 206-c. Right of nursing mothers to express breast milk. 1. An  
4 employer shall provide reasonable unpaid break time or permit an employ-  
5 ee to use paid break time or meal time [~~each day~~] to allow an employee  
6 to express breast milk for her nursing child each time such employee has  
7 reasonable need to express breast milk for up to three years following  
8 child birth. [~~The employer shall make reasonable efforts to provide a~~  
9 ~~room or other location, in close proximity to the work area, where an~~  
10 ~~employee can express milk in privacy.~~] No employer shall discriminate in  
11 any way against an employee who chooses to express breast milk in the  
12 work place.

13 2. (a) An employer shall designate a room or other location which  
14 shall be made available for use by such employee to express breast milk  
15 in privacy and establish a schedule to accommodate the needs of multiple  
16 employees needing access thereto. The room or location provided by the  
17 employer for this purpose shall not be a restroom or toilet stall.  
18 Employers shall provide notice to all employees as soon as practicable  
19 when such room or other location has been designated for use by employ-  
20 ees to express breast milk.

21 (b) An employer who is unable to provide a dedicated lactation room or  
22 other location may allow the use of a vacant office or other available  
23 room on a temporary basis for the expression of breast milk, provided

EXPLANATION--Matter in italics (underscored) is new; matter in brackets  
[-] is old law to be omitted.

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1 the room is not accessible to the public or other employees while the  
2 nursing employee is using the room for expression purposes.

3 (c) Such room or other location shall be a place, other than a rest-  
4 room that is: (i) in close proximity to the work area; (ii) well lit  
5 either through natural or artificial light, provided that if the room  
6 has a window it shall be covered with a curtain, blind, or other cover-  
7 ing to ensure privacy and that the nursing mother is shielded from view;  
8 and (iii) free from intrusion from other persons in the workplace or the  
9 public. Such room or other location shall contain, at minimum, a chair  
10 and a small table, a desk, counter, or other flat service, nearby access  
11 to clean, running water and, if the workplace is supplied with electric-  
12 ity, an electrical outlet. If the workplace has access to refrigeration,  
13 the employer shall extend such access to refrigeration for the purposes  
14 of storing the expressed milk, provided that an employer is not respon-  
15 sible for ensuring the safekeeping of expressed milk stored in any  
16 refrigerator on its premises.

17 (d) An employer shall maintain the cleanliness of the room or location  
18 set aside for the use of employees expressing breast milk at work.

19 3. Where compliance with the requirements of subdivision two of this  
20 section is impracticable because it would impose an undue hardship on  
21 the employer by causing significant difficulty or expense when consid-  
22 ered in relation to the size, financial resources, nature, or structure  
23 of the employer's business, such employer shall make reasonable efforts  
24 to provide a room or other location, in close proximity to the work  
25 area, where an employee can express breast milk in privacy. Provided,  
26 however, nothing in this subdivision shall otherwise exempt an employer  
27 from the requirements of subdivision one of this section.

28 4. The commissioner shall develop and implement a written policy  
29 regarding the rights of nursing mothers to express breast milk in the  
30 workplace pursuant to the provisions of this section. Employers shall  
31 provide such written policy to employees returning to work following the  
32 birth of a child. Such policy shall be provided individually to affected  
33 employees and the information contained in such policy shall also be  
34 available through publication of such policy in an employee handbook, if  
35 applicable, or otherwise through the posting of the policy in a clear  
36 and conspicuous location.

37 § 2. This act shall take effect on the one hundred eightieth day after  
38 it shall have become a law.