STATE OF NEW YORK

8846

IN SENATE

March 20, 2024

Introduced by Sen. RAMOS -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to nursing employees' right to express breast milk

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

Section 1. Subdivision 1 of section 206-c of the labor law, as amended by chapter 672 of the laws of 2022, is amended to read as follows:

1. An employer shall provide [~~reasonable unpaid~~] **paid** break time [~~or~~] **for thirty minutes, and** permit an employee to use **existing** paid break time or meal time **for time in excess of thirty minutes,** to allow an employee to express breast milk for [~~her~~] **such employee's** nursing child each time such employee has reasonable need to express breast milk for up to three years following child birth. No employer shall discriminate in any way against an employee who chooses to express breast milk in the work place. **The provisions of this subdivision shall not prevent an employer from providing additional paid break time for such purposes.**

§ 2. This act shall take effect on the sixtieth day after it shall have become a law.

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

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