



ORCHARD PARK PUBLIC LIBRARY

Orchard Park Public Library - Nursing Mothers in the Workplace Policy

I. STATEMENT OF POLICY:

The Orchard Park Public Library is committed to supporting nursing mothers in the workplace in accordance with New York State Labor Law Section 206-c. The Orchard Park Public Library will provide written notification of the provisions of Labor Law 206-c to employees returning to work following the birth of a child.

No employee who chooses to express breast milk in the workplace will be discriminated against. Any employee who feels they have been discriminated against on this basis should contact B&ECPL Human Resources.

II. BREAKTIME:

A paid break of thirty (30) minutes will be provided each time a nursing mother has a reasonable need to express breast milk for up to three (3) years after the birth of a child. Employees may use their regular paid or unpaid break and lunch periods for additional time needed beyond the initial thirty (30) minutes, or they may use accrued leave, unpaid leave, or the time can be made up before or after the normal shift time with supervisor approval.

An employee who wishes to use the benefit must give their supervisor advance notice in order to allow for scheduling adjustments, if needed. It is the joint responsibility of the employee and the supervisor to ensure that the employee only uses the allotted thirty (30) minutes of paid break time for expressing breast milk and any additional time is accounted for.

III. PROVISION OF SPACE: The Orchard Park Public Library will provide a clean, private space for employees to express breast milk. At minimum, the space will provide a chair, table, electrical outlet, and a clean water supply. A "Do Not Disturb" sign and door lock is provided to avoid interruption. The nursing mother is responsible for storage of expressed breast milk.

Approved September 18, 2018

Revised July 16, 2024