

New York City Lactation Breaks for Nursing Parents

The Company will provide reasonable unpaid break time or allow employees to use paid rest periods or meal breaks to express breast milk for up to three years following the birth of a child. The Company will provide a private room or alternative private, well-lit location to express milk that is close to the employee's work location, includes a chair and work surface, is free from the intrusion of others, and has nearby access to clean running water and an electrical outlet. Each break may last a duration of at least 20 minutes (or shorter at the employee's election). Breaks may be taken at least once every three hours, however, more frequent breaks may be requested.

Nursing employees are not required to make up the time spent expressing breast milk, but are permitted to work before or after their normal shift to make up the unpaid break time, as long as doing so is within the Company's normal work hours.

If you are a nursing parent of an infant under the age of three years and require breaks to express breast milk during the day, please submit a written request to Human Resources or your supervisor before the need arises (for example, prior to returning from maternity leave). Please include the following information in your request: return date, number of breaks you anticipate needing during each workday, and preferred times to express milk. The Company will respond to the request as soon as possible, but no later than within 5 days.

The Company will not discriminate in any way against an employee who expresses breast milk in the workplace.