

POLICY GOVERNING THE RIGHTS OF NURSING EMPLOYEES

In accordance with New York Labor Law Section 206-c, employees who are returning to work following the birth of a child are presently provided thirty (30) minutes of break time for the purpose of expressing breast milk for up to three (3) years following the birth of their child. The Village recognizes the importance of this right and has implemented this policy to comply with the law and to inform eligible employees of their rights and obligations under the statute.

Eligible employees wishing to express milk in the workplace must provide the Village with advance notice so that proper arrangements may be made. Such notice is expected to be provided prior to the employee's return to work following the birth of the child.

Employees wishing to express milk in the workplace must contact the Village Manager to discuss appropriate arrangements including but not limited to location, and work scheduling. The Village Manager and the employee's Supervisor or Department Head will work with the employee to help ensure that all appropriate needs are met while at the same time ensuring that disruption to the Village's operations will be kept to a minimum. The Village will make a reasonable effort to provide a private room or other location within a close proximity of the employee's workstation for the purpose of expression of breast milk.

An employee is also permitted to use their normal meal period and/or their scheduled paid break periods to express milk in excess of thirty (30) minutes each time such employee has reasonable need to express breast milk. If an employee believes they have not been provided sufficient time, they should immediately inform their Supervisor or Department Head, or the Village Manager. Under certain circumstances an employee may be permitted to work before or after their normal shift to make up the amount of time used during the unpaid break time(s). Please contact the Village Manager for additional information.

An employee may be required to postpone a scheduled break to express milk for a reasonable period of up to thirty (30) minutes if they cannot be spared from their duties until appropriate coverage arrives.

The Village will not discriminate in any way against an employee who chooses to express breast milk in the workplace. The Village also strictly prohibits any form of discrimination or harassment against employees requesting or obtaining leave for expression of breast milk. Any person who believes they have been the victim of such discrimination or harassment must immediately report the incident to their Supervisor or Department Head, or to the Village Manager.