



Policy Memorandum

To: Niagara County Employee
From: Peter P. Lopes *PP*
Date: September 8, 2017

Subj: Break Time for Nursing Mothers to Express Breast Milk

Pursuant to Section 206-c of the New York Labor Law, Niagara County shall provide reasonable unpaid break time or permit an employee to use paid break time or meal time each day to allow the employee to express breast milk for her nursing child for up to three years following child birth.

An employee wishing to use this benefit must provide advance notice, prior to the employee's return to work following the birth of her child.

Niagara County shall make reasonable efforts to provide a room or other location, in close proximity to the employee's work area, where the employee can express milk in privacy. Niagara County shall have the discretion to make such a determination. A room or other location shall not be provided if it is significantly impracticable, inconvenient, or expensive.

Niagara County may postpone an employee's scheduled unpaid break time for expressing breast milk for up to thirty minutes, if the employee cannot be spared from her duties until appropriate coverage arrives.

Niagara County is not responsible for ensuring the safekeeping of expressed milk stored in any refrigerator on its premises. An employee who expresses breast milk is required to store all expressed milk in closed containers, regardless of the method of storage, and to bring the milk home with her each evening.

Niagara County strictly prohibits discrimination against any employee who chooses to express breast milk in the workplace.

Any questions or concerns regarding this policy should be directed to the Manager of Labor Relations at 438-4069 or the HR Director at 438-4068.