

HALF HOLLOW HILLS COMMUNITY LIBRARY

NURSING EMPLOYEES' ACCOMMODATION POLICY

I. Scope:

In conformity with New York Labor Law 206-c, the Library provides a supportive environment where employees may express breast milk during work hours.

II. Requests for Accommodations

Employees who wish to express breast milk at work must notify their supervisor in advance — generally before returning to work, if on leave. This allows the Library time to find an appropriate location and adjust schedules if needed.

Employees should submit a written request to their direct supervisor by e-mail, with a copy to the Library Director. The Library will make every effort to respond to this request within five (5) days.

III. Accommodations

Nursing employees are entitled to up to 30 minutes of paid break time each time they need to express breast milk. If expressing breast milk requires more than 30 minutes, they may use existing paid break time—or unpaid meal time if no additional paid time is available—to accommodate the extra time. These rights apply each time there is a reasonable need to express milk, and, in accordance with state law, continue for up to three years following the birth of the child.

IV. Lactation Room Requirements.

The Library will designate a private room or other location for employees to express breast milk, which is:

- a. In close proximity to the work area;
- b. Well lit;
- c. Shielded from view of others;
- d. Has a door with a lock;
- e. Contains a chair, small table/flat surface and an electrical outlet;
- f. Is not a restroom or toilet stall.

If the lactation room is not the sole purpose of the room, then, when the room is being used for the other purpose(s), another room will be made available that meets these requirements.

If providing a room that meets the above-referenced requirements present an undue hardship (either temporarily or permanently), the Library will still provide a room or other location — other than a restroom or stall — that meets as many of these requirements as possible.

If the Library has a refrigerator, employees may use it to store expressed breast milk. However, the Library is not responsible for ensuring the safekeeping of expressed milk stored in the refrigerator.

V. Non-Discrimination & Retaliation

Employees who choose to express breast milk in the workplace pursuant to this Policy will not be discriminated or retaliated against in any way.

Approved by Board of Trustees: 6/21/23, Amended 8/18/25