

Requiring Dedicated Space Within The Workplace For Nursing Mothers Employed By Ulster County

Referred to: The Health, Human Services and Housing Committee (Chairman Uchitelle and Legislators Corcoran, Erner, Lopez, Nolan, Petit, and Stewart)

Legislators Joe Maloney and Laura Petit offer the following:

WHEREAS, New York State Labor Law Section 206-c requires employers to provide a nursing mother with break time to pump breast milk at work; and

WHEREAS, this law applies to all public and private employers in New York State, regardless of the size or nature of their business; and

WHEREAS, all employers are required to inform employees who are returning to work following the birth of a child about their right to take unpaid breaks during the work day for the purpose of pumping breast milk by putting up a public poster in the worksite, putting the information in the employee handbook, or notifying the employee individually in writing; and

WHEREAS, a nursing mother can take breaks at least once every three hours to pump breast milk right before or after regularly scheduled paid break or meal periods; and

WHEREAS, employers should provide employees with a private room or private location containing, at a minimum, a chair and small table or other flat surface, close to their work area (not a restroom) where they can pump breast milk; and

WHEREAS, the Department of Labor encourages employers to provide, in addition to the above, an electrical outlet, clean water supply, and access to a refrigerator where pumped milk can be stored; now, therefore be it

RESOLVED, that Ulster County, as an employer of over 1,300 people with multiple facilities throughout the County, shall provide a designated private room close to any nursing mothers' work area containing a chair, small table or flat service where breast milk can be pumped, and a refrigerator to store pumped milk,

and move its adoption.

ADOPTED BY THE FOLLOWING VOTE:

AYES: 21 NOES: 0
(Absent: Legislators Heppner and Stewart)

Resolution No. 421 August 15, 2023

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Postponed in Committee: Health, Human Services and Housing on July 5, 2023

Passed Committee: Health, Human Services and Housing on August 1, 2023

FINANCIAL IMPACT:
NONE

STATE OF NEW YORK

ss:

COUNTY OF ULSTER

I, the undersigned Clerk of the Legislature of the County of Ulster, hereby certify that the foregoing resolution is the original resolution adopted by the Ulster County Legislature on the 15th Day of August in the year Two Thousand Twenty-Three, and said resolution shall remain on file in the office of said clerk.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of the County of Ulster this 18th Day of August in the year Two Thousand Twenty-Three.

[s] Victoria A. Fabella
Victoria A. Fabella, Clerk
Ulster County Legislature

Submitted to the County Executive this
18th Day of August 2023.

Approved by the County Executive this
24th Day of August 2023.

[s] Victoria A. Fabella
Victoria A. Fabella, Clerk
Ulster County Legislature

[s] Jen Metzger
Jen Metzger, County Executive