

**Plattsburgh City School District****Supporting Breastfeeding Employees Policy****Date Adopted:**

Research has shown that accommodating breastfeeding employees is good for business. Benefits include lower health care costs due to healthier babies and moms, reduced rate of absenteeism due to infant illness, lower turnover rates and improved employee productivity and loyalty. Since breastfeeding has been shown to be the superior form of infant nutrition, Plattsburgh City School District (hereafter, PCSD) provides a supportive environment to enable breastfeeding employees to express their milk during work hours and subscribes to the following policy. This policy will be communicated to all current employees and included in new hire integration.

**District Responsibilities**

Breastfeeding employees who choose to continue providing breastmilk to their infants after returning to work will receive the following accommodations for up to three years following the child's birth:

**\* Milk Expression Breaks**

Employees will be provided reasonable time to express milk each time the employee has the need to express milk while at work. Employees should use usual break and meal periods for expressing milk, when possible. If additional time is needed beyond the provided breaks, employees may use personal leave or may make up time as negotiated with their administrator.

**\* A Place to Express Milk**

Employees will be provided with a private place, other than a bathroom, that is shielded from view and free from intrusion from co-workers and the public, to express breast milk. Expressed milk can be stored in the employee refrigerator or in the employee's personal cooler. The room will be:

**\* Private and sanitary.****\* Located in close proximity to the employee's work station and a sink with running water.****\* Equipped with a functional lock. If this is not possible the employee will be provided with a sign advising that the room is in use and not accessible to other employees or the public.****\* Equipped with, at a minimum, an electrical outlet, a chair and a small table, counter or other flat surface.**

## \* Staff Support

Administrators will notify pregnant employees and employees returning to work following the birth of a child of their rights under New York State Labor Law 206-c and the national worksite lactation accommodation law in the U.S. Patient Affordable Care Act. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees.

## **Employee Responsibilities**

Breastfeeding employees who choose to continue providing breastmilk to their infants after returning to work will:

### \* Communicate with their direct administrator(s)

Employees will give administrators advanced notice of the need for lactation accommodations, preferable prior to their return to work.

### \* Maintain Milk Expression Areas

Breastfeeding employees will maintain designated areas by wiping surfaces with district-approved surface cleaner, so the area is clean for the next user.

### \* Safely Store Expressed Milk

Employees will label all expressed milk with their name and date collected so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of her milk. Storage guidelines can be provided if requested.

### \* Use Break Times to Express Milk

When more than one breastfeeding employee needs to use the designated lactation room, employees can use the sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs.

No employee will be discriminated against for breastfeeding or expressing milk during the work day and reasonable efforts will be made to assist employees in meeting their infant feeding goals while at work.

For more information visit:

New York State Labor Law Section 206-c: <https://www.labor.ny.gov/formsdocs/wp/LS702.pdf>

United States Department of Labor Break Time for Nursing Mothers Section 7 of the Fair Labor Standards Act (FLSA): <https://www.dol.gov/whd/nursingmothers/>

Adoption date: December 6, 2018