



Legislation Details (With Text)

File #:	Int 0879-2018	Version:	A	Name:	Requiring certain employers to provide lactation rooms.
Type:	Introduction	Status:	Enacted	In control:	Committee on Women and Gender Equity
On agenda:	5/9/2018				
Enactment date:	11/17/2018	Enactment #:	2018/185		
Title:	A Local Law to amend the administrative code of the city of New York, in relation to requiring certain employers to provide lactation rooms				
Sponsors:	Laurie A. Cumbo, Robert E. Cornegy, Jr., Helen K. Rosenthal, Margaret S. Chin, Carlina Rivera, Deborah L. Rose, Diana I. Ayala, Alicka Ampry-Samuel, Karen Koslowitz, Fernando Cabrera, Costa G. Constantinides, Ben Kallos, Brad S. Lander, Adrienne E. Adams, Stephen T. Levin				
Indexes:					
Attachments:	1. Summary of Int. No. 879-A, 2. Summary of Int. No. 879, 3. Int. No. 879, 4. May 9, 2018 - Stated Meeting Agenda with Links to Files, 5. Hearing Transcript - Stated Meeting 05-09-18, 6. Minutes of the Stated Meeting - May 9, 2018, 7. Committee Report 6/19/18, 8. Hearing Testimony 6/19/18, 9. Hearing Transcript 6/19/18, 10. Proposed Int. No. 879-A - 10/10/18, 11. Committee Report 10/15/18, 12. Hearing Transcript 10/15/18, 13. October 17, 2018 - Stated Meeting Agenda with Links to Files, 14. Hearing Transcript - Stated Meeting 10-17-18, 15. Minutes of the Stated Meeting - October 17, 2018, 16. Int. No. 879-A (FINAL), 17. Fiscal Impact Statement, 18. Legislative Documents - Letter to the Mayor, 19. Local Law 185				

Date	Ver.	Action By	Action	Result
5/9/2018	*	City Council	Introduced by Council	
5/9/2018	*	City Council	Referred to Comm by Council	
6/19/2018	*	Committee on Women and Gender Equity	Hearing Held by Committee	
6/19/2018	*	Committee on Women and Gender Equity	Laid Over by Committee	
6/19/2018	*	Committee on Governmental Operations	Hearing Held by Committee	
6/19/2018	*	Committee on Governmental Operations	Laid Over by Committee	
10/15/2018	*	Committee on Women and Gender Equity	Hearing Held by Committee	
10/15/2018	*	Committee on Women and Gender Equity	Amendment Proposed by Comm	
10/15/2018	*	Committee on Women and Gender Equity	Amended by Committee	
10/15/2018	A	Committee on Women and Gender Equity	Approved by Committee	Pass
10/17/2018	A	City Council	Approved by Council	Pass
10/17/2018	A	City Council	Sent to Mayor by Council	
11/17/2018	A	Administration	City Charter Rule Adopted	
11/19/2018	A	City Council	Returned Unsigned by Mayor	

Int. No. 879-A

By Council Members Cumbo, Cornegy, Rosenthal, Chin, Rivera, Rose, Ayala, Ampy-Samuel, Koslowitz, Cabrera, Constantinides, Kallos, Lander, Adams and Levin

A Local Law to amend the administrative code of the city of New York, in relation to requiring certain employers to provide lactation rooms

Be it enacted by the Council as follows:

Section 1. Section 8-102 of the administrative code of the city of New York is amended by adding a new definition of “lactation room” in alphabetical order to read as follows:

Lactation room. The term "lactation room" means a sanitary place, other than a restroom, that can be used to express breast milk shielded from view and free from intrusion and that includes at minimum an electrical outlet, a chair, a surface on which to place a breast pump and other personal items, and nearby access to running water.

§ 2. Paragraphs (b) and (c) of subdivision 22 of section 8-107 of the administrative code of the city of New York are relettered, respectively, as paragraphs (d) and (e), and a new paragraph (b) is added to such subdivision to read as follows:

(b) Employer lactation accommodation.

(i) Except as provided in subparagraph (iii) of this paragraph, employers shall provide the following to accommodate an employee needing to express breast milk: (1) a lactation room in reasonable proximity to such employee’s work area; and (2) a refrigerator suitable for breast milk storage in reasonable proximity to such employee’s work area.

(ii) If a room designated by an employer to serve as a lactation room is also used for another purpose, the sole function of the room shall be as a lactation room while an employee is using the room to express breast milk. When an employee is using the room to express milk, the employer shall provide notice to other employees that the room is given preference for use as a lactation room.

(iii) Should the provision of a lactation room as required by this paragraph pose an undue hardship on an employer, the employer shall engage in a cooperative dialogue, as required by subdivision 28 of this section.

(iv) The presence of a lactation room pursuant to this subdivision shall not affect an individual's right to breastfeed in public pursuant to article 7 of the civil rights law.

§ 3. This local law takes effect 120 days after it becomes law, except that the commission on human rights shall take such measures as necessary for this implementation of this local law, including the promulgation of rules, before such date.

AB / BM
LS #1012
10/9/18 8:00 pm