



Legislation Details (With Text)

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On agenda: 5/16/2024
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Title: A Local Law to amend the administrative code of the city of New York, in relation to supporting lactating individuals
Sponsors: Farah N. Louis, Tiffany Cabán, Sandra Ung, Jennifer Gutiérrez, Amanda Farías, Shahana K. Hanif, Mercedes Narcisse
Indexes:
Attachments: 1. Summary of Int. No. 892, 2. Int. No. 892, 3. May 16, 2024 - Stated Meeting Agenda, 4. Hearing Transcript - Stated Meeting 5-16-24, 5. Committee Report 6/25/24

Date	Ver.	Action By	Action	Result
5/16/2024	*	City Council	Introduced by Council	
5/16/2024	*	City Council	Referred to Comm by Council	
6/25/2024	*	Committee on Women and Gender Equity	Hearing Held by Committee	
6/25/2024	*	Committee on Women and Gender Equity	Laid Over by Committee	
6/25/2024	*	Committee on Mental Health, Disabilities and Addiction	Hearing Held by Committee	
6/25/2024	*	Committee on Mental Health, Disabilities and Addiction	Laid Over by Committee	

Int. No. 892

By Council Members Louis, Cabán, Ung, Gutiérrez, Farías, Hanif and Narcisse

A Local Law to amend the administrative code of the city of New York, in relation to supporting lactating individuals

Be it enacted by the Council as follows:

Section 1. Paragraph (c) of subdivision 22 of Section 8-107 of the administrative code of the city of New York, as added by local law 186 for the year 2018, is amended to read as follows:

(c) Employer lactation room accommodation policy.

(i) An employer shall develop and implement a written policy regarding the provision of a lactation room, which shall be distributed to all employees upon hiring and posted online. The policy shall include a

statement that employees have a right to request a lactation room, and identify a process by which employees may request a lactation room. This process shall:

- (1) Specify the means by which an employee may submit a request for a lactation room;
- (2) Require that the employer respond to a request for a lactation room within a reasonable amount of time not to exceed five business days;
- (3) Provide a procedure to follow when two or more individuals need to use the lactation room at the same time, including contact information for any follow up required;
- (4) State that the employer shall provide reasonable break time for an employee to express breast milk pursuant to section 206-c of the labor law; and
- (5) State that if the request for a lactation room poses an undue hardship on the employer, the employer shall engage in a cooperative dialogue, as required by subdivision 28 of this section.
 - (ii) The commission shall, in collaboration with the department of health and mental hygiene, develop a model lactation room accommodation policy that conforms to the requirements of this subdivision and a model lactation room request form. The commission shall make such model policy and request form available on its website.
 - (iii) The existence of a lactation room accommodation policy pursuant to this subdivision shall not affect an individual's right to breastfeed in public pursuant to article 7 of the civil rights law.

§ 2. This local law takes effect 180 days after it becomes law.

BM
LS # 9716
3/22/23 2:00 pm