

New Law Effective Today for New York City Employers, Monday March 18, 2019

FEATURED ATTORNEY



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Of Counsel

FOR OUR NEW YORK CITY CLIENTS

NEW LAW EFFECTIVE TODAY FOR NEW YORK CITY EMPLOYERS, MONDAY MARCH 18, 2019:

4 OR MORE EMPLOYEES?

YOU MUST PROVIDE A LACTATION ROOM

AND HAVE A POLICY ABOUT IT

Last year, the New York City Council passed Local Laws Number 185 and 905-a. The laws require employers with four or more employees to provide lactation rooms and policies addressing them.

Effective today, you must provide the following:

- A dedicated, sanitary lactation room (other than a rest room)
- shielded from view and free from intrusion
- An electrical outlet
- A chair
- A surface that can hold a breast pump and personal items
- Nearby access to running water
- A refrigerator

The room and refrigerator must be in “reasonable proximity” to the work station of the employee who requires it.

If providing these facilities poses an undue hardship to your business, there is a process for addressing that. The process works much the same way as a dialogue following a request for accommodations under

the Americans with Disabilities Act.

Also today, all effected employers must develop a written lactation policy which must be provided to all new hires going forward. The policy must include the statement that employees have the right to request a lactation room, and the process by which they do that.

If we can help you with your policy or any other compliance, please let us know.

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