

Breastfeeding, Chestfeeding, and Lactation Friendly New York (BFFNY)



Onondaga County

Section 206-c of the New York State Labor Law

Gives all employees in NY the right to express breast milk in the workplace.
This law applies to all public and private employers in New York state,
regardless of size or the nature of their business.

What Does This Mean for Employers?

Employers must provide a private room or alternative location for the purpose of chest/breast milk expression. The space provided CANNOT be a restroom or toilet stall.

The room must:

- Be close to an employee's work area
- Provide good natural or artificial light
- Be private - both shielded from view and free from intrusion
- Have accessible, clean running water nearby
- Have an electrical outlet (if the workplace is supplied with electricity)
- Include a chair
- Provide a desk, small table, counter or other flat surface

If the workplace has a refrigerator, employers must allow employees to use it to store chest/breast milk.

Employers must provide reasonable paid or unpaid break time for their employees to express chest/breast milk for up to three years following childbirth.

Employers cannot discriminate or retaliate against employees for choosing to express chest/breast milk in the workplace.

Business Benefits

- Lower health care costs
- Lower absenteeism rates
- Higher retention rates

Are You In Compliance?

The Onondaga County Health Department can help you become a lactation friendly worksite by:

- Assisting with chest/breastfeeding policy development
- Providing items to furnish the dedicated lactation space
- Providing technical assistance and resources

