



**NIAGARA COUNTY  
HUMAN RESOURCES DEPT.  
Golden Triangle Office Building  
111 Main Street - Suite G2  
Lockport, New York 14094**

**Peter P. Lopes**  
*Director*

(716) 438-4068  
(716) 438-4077 Fax

Policy Memorandum

To: Niagara County Employees  
From: Peter P. Lopes, Human Resources Director *PP*  
Date: June 26, 2024  
Subject: Break Time for Nursing Mothers to Express Breast Milk

Pursuant to Section 206-c of the New York Labor Law, effective June 19, 2024, Niagara County shall provide employees a thirty (30) minute paid break when the employee has a need to express breast milk. Employees may take shorter breaks if they choose. This paid time is in addition to any regularly scheduled break time or meal time. Employees may use their regularly scheduled break times or meal time for milk expression should they require additional time in excess of 30 minutes. Employees are permitted a paid break to express breast milk for their nursing child for up to three years following child birth.

Niagara County will allow employees to take breaks for this purpose as often as they reasonably need to express breast milk.

An employee wishing to use this benefit must provide written advance notice prior to the employee's return to work following the birth of their child.

Niagara County shall make reasonable efforts to provide a room or other location, in close proximity to the employee's work area, where the employee can express milk in privacy. Niagara County shall have the discretion to make such a determination.

Niagara County is not responsible for ensuring the safekeeping of expressed milk stored in any refrigerator on its premises. An employee who expresses breast milk is required to store all expressed milk in closed containers, regardless of the method of storage, and to bring the milk home with her each evening.

Niagara County strictly prohibits discrimination or retaliation against any employee who chooses to express breast milk in the workplace.

Any questions or concerns regarding this policy should be directed to the Manager of Labor Relations at 438-4069 or the Human Resources Director at 438-4068.