



Workplace Protection for Pregnant Workers and Nursing Employees

The Lindenhurst Memorial Library recognizes the expanded workplace lactation accommodations and common-sense protections for pregnant workers in the Pregnant Workers Fairness Act (PWFA) and the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act) signed into law in 2023.

Pregnant employees needing temporary, reasonable accommodation for medical conditions related to pregnancy or childbirth, barring undue hardship to the Library, should speak with their supervisor to request such accommodation. Examples would be extra bathroom breaks, providing a stool or chair for workers who stand behind a desk, etc. Employees would then submit the attached form to the business office.

The PUMP Act expands workplace lactation accommodations providing reasonable time to express breast milk and provide a place for pumping, other than the bathroom, that is private and shielded from view.

The Library will provide additional unpaid break time to nursing employees each time such employee has reasonable need to express breast milk.

The Library will designate a room or other location (other than a restroom) that can be used by nursing employees to express breast milk. Such locations will be close to the employee's work area, well lit, shielded from view, and free from intrusion from other employees or the public. If there is not space for a dedicated room or location, then the room designated by the Library for use by nursing employees must be made available when needed and cannot be used for any other purpose or function while in use by a nursing employee. The location will have a chair, working surface, nearby access to clean, running water, a lock on the door, and an electrical outlet.

Employees are permitted to store labeled, expressed milk in staff lounge refrigerators or the Annex refrigerator. The Library is not responsible for ensuring the safekeeping of expressed milk in the refrigerator.

Employees who need to use this designated space should fill out the attached form and return it to their supervisor two weeks prior to returning to work, so the Library has enough time to respond to the request (within five business days).

This policy will be provided to all employees upon hire, and annually thereafter as a reminder of NYS Labor Law and Library policy. The policy will also be provided upon an employee's return to work after a child's birth. The additional benefits provided under the PUMP Act and this policy apply for up to three years after the birth of an employee's child. Employees who choose to express breast milk in the workplace pursuant to this policy will not be discriminated or retaliated against in any way.