

SUPPORTING BREASTFEEDING EMPLOYEES

Research has shown that accommodating breastfeeding employees is good for business. Benefits include lower health care costs due to healthier babies and moms, reduced rate of absenteeism due to infant illness, lower turnover rates and improved employee productivity and loyalty. Since breastfeeding has been shown to be the superior form of infant nutrition, *Ticonderoga Central School District* provides a supportive environment to enable breastfeeding employees to express their milk during work hours. In accordance with NYS Labor Law 206-c, this practice will be communicated to all current employees and included in new hire integration.

Facility Responsibilities

Breastfeeding employees who choose to continue providing breast milk to their infants after returning to work will receive the following accommodations for up to three years following the child's birth:

- **Milk Expression Breaks**

Employees will be provided reasonable time to express milk each time the employee has the need to express milk while at work. Employees should use usual break and meal periods for expressing milk, when possible. If additional time is needed beyond the provided breaks, employees may use personal leave or may make up time as negotiated with their supervisor.

- **A Place to Express Milk**

Employees will be provided with a private place, other than a bathroom, that is shielded from view and free from intrusion from co-workers and visitors, to express breast milk. Expressed milk can be stored in the refrigerator located in the designated Mother's Room or in the employee's personal cooler. The space will be:

- ✓ Private and sanitary.
- ✓ Located in close proximity to the employee's workstation and have a sink with running water available.
- ✓ Equipped with a functional lock and a sign indicating that the space is in use and not accessible.
- ✓ Equipped with, at a minimum, an electrical outlet, a chair and a small table, counter or other flat surface.

The following locations have been designated for use to express breastmilk:

- Elementary Building - Private Room Off 4-6 Library
- Jr. Sr. High Building - Private Office on 2nd Floor (Former CSE Office)
- Or other locations as preferred by the employee

- **Staff Support**

Supervisors will notify pregnant employees and employees returning to work following the birth of a child of their rights under New York State Labor Law 206-c and the national

worksite lactation accommodation law in the U.S. Patient Affordable Care Act. A current list of local breastfeeding resources will be provided to breastfeeding employees returning to work. Supervisors will implement policies and practices that will help facilitate each employee's infant feeding goals. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees.

Employee Responsibilities

Breastfeeding employees who choose to continue providing breast milk to their infants after returning to work will:

- **Communicate with the Supervisor**
Employees will give supervisors advanced notice of the need for lactation accommodations, preferable prior to their return to work.
- **Maintain Milk Expression Areas**
Breastfeeding employees will maintain designated areas by wiping surfaces with anti-microbial wipes so the area is clean for the next user.
- **Safely Store Expressed Milk**
Employees will label all expressed milk with their name and date collected so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of her milk. Storage guidelines will be provided.
- **Use Break Times to Express Milk**
When more than one breastfeeding employee needs to use the designated Mother's Room, employees will use the sign-in log provided in the room to negotiate milk expression times that are most convenient and best meet their needs.

No employee will be discriminated against for breastfeeding or expressing milk during the work day and reasonable efforts will be made to assist employees in meeting their infant feeding goals while at work.

Any act found to be intentional that invades a nursing mother's privacy will be treated as a disciplinary offense and reported to the appropriate manager.

For more information visit:

New York State Labor Law Section 206-c: <https://www.labor.ny.gov/formsdocs/wp/LS702.pdf>

United States Department of Labor Break Time for Nursing Mothers Section 7 of the Fair Labor Standards Act (FLSA): <https://www.dol.gov/whd/nursingmothers/>

Adopted:

Attachment 1

Clinton County Breastfeeding Resources

Who To Call For Help

Your Pediatrician's Office

UVHN at CVPH
Alice T. Miner Center for
Women and Children

Lactation Clinic &
Breastfeeding Classes
518-562-7142 (days)

Newborn Nursery
518-562-7770

Healthy Families of the
North Country
Clinton and Franklin Counties
518-563-8206 x150

Clinton County Health
Department
518-565-4848

Nature's Way Baby Café®
63 Broad Street, Plattsburgh, NY
518-562-7142

La Leche League of Plattsburgh



[lllplattsburgh.wix.com/](http://lllplattsburgh.wix.com/lllplattsburgh)
lllplattsburgh

[Facebook.com/lllPlattsburgh](https://www.facebook.com/lllPlattsburgh)



Women Infants and Children (WIC) Breastfeeding Coordinators and Peer Counselors (for WIC participants)

Clinton County **518-565-4830**

Essex County **518-873-3560**

Franklin County **518-483-4262**

Public Health Nurses

Clinton County **518-565-4848**

Essex County **518-873-3500**

Saranac Lake &

Tupper Lake **518-891-4471**

Franklin County **518-481-1709**



Clinton County HEALTH Department www.ClintonHealth.org



Trusted Websites

Stanford School of Medicine
Getting Started with Breastfeeding
<http://newborns.stanford.edu/Breastfeeding>

NYS WIC Breastfeeding Program
www.breastfeedingpartners.org

Medications and Breastfeeding
Dr. Thomas Hale
www.MommyMeds.com

Kelly Mom Parenting and
Breastfeeding Site
www.kellymom.com

LLL International
1-877-4-LA LECHE
www.lalecheleague.org

Baby Café USA®
www.babycafeusa.org

For breast pump information,
contact your insurance
company.

Essex County Breastfeeding Resources

Who to call for help

Call your pediatrician's office first.

**Adirondack Medical Center
Stafford New Life Center
518-897-2361**

**Essex County
Health Department**

518-873-3500

**UVMHN at CVPH
Alice T. Miner Center for
Women and Children**

**Lactation Clinic 518-562-7142
Newborn Nursery 518-562-7770**

**Women Infants & Children (WIC)
Breastfeeding Coordinators &
Peer Counselors**

**Essex County 518-873-3560
Franklin County 518-483-4262
Clinton County 518-565-4830**



Public Health Nurses

**Essex County 518-873-3500
Franklin County 518-481-1709
Saranac Lake &
Tupper Lake 518-891-4471
Clinton County 518-565-4848**

Trusted Websites

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Getting Started with Breastfeeding
[http://newborns.stanford.edu/
Breastfeeding](http://newborns.stanford.edu/Breastfeeding)**

**NYS WIC Breastfeeding Program
www.breastfeedingpartners.org**

**Medications and Breastfeeding
Dr. Thomas Hale
www.MommyMeds.com**

**Kelly Mom Parenting and
Breastfeeding Site
www.kellymom.com**

**LLL International
1-877-4-LA LECHE
www.lalecheleague.org**

**Baby Café USA®
www.babycafeusa.org**

**For breast pump information,
contact your insurance
company.**

Franklin County Breastfeeding Resources

Who to call for help

**Call your pediatrician's
office first.**

**Alice Hyde Family
Maternity Center
518-481-2244**

**Franklin County
Health Department
518-481-1710 ext 33006**

**UVMHN at CVPH
Alice T. Miner Center for
Women and Children**

**Lactation Clinic 518-562-7142
Newborn Nursery 518-562-7770**

**Healthy Families
of the North Country
Clinton and Franklin Counties
518-563-8206**

**Adirondack Medical Center
Stafford New Life Center
518-897-2361**



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Tupper Lake 518-891-4471
Clinton County 518-565-4848
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www.breastfeedingpartners.org**

**Medications and Breastfeeding
Dr. Thomas Hale
www.MommyMeds.com**

**Kelly Mom Parenting and
Breastfeeding Site
www.kellymom.com**

**LLL International
1-877-4-LA LECHE
www.lalecheleague.org**

**Baby Café USA®
www.babycafeusa.org**

**For breast pump information,
contact your insurance
company.**

Warren County Breastfeeding Resources

Who to call for help

Call your pediatrician's office first.

**Glens Falls Hospital
Joyce Stock Snuggery**

Lactation Clinic **518-926-6104**
Newborn Nursery **518-926-6090**

**Warren County Public Health Services
518-761-6580**

**Women Infants & Children (WIC)
Breastfeeding Coordinators &
Peer Counselors**

Warren County **518-761-6425**
Washington County **518-746-2460**
Essex County **518-873-3560**

Public Health Nurses

Warren County **518-761-6580**
Washington County **518-746-2100**
Essex County **518-873-3500**

Bundle of Joy Baby Café®
Washington County Annex #2 Meeting Room
411 Lower Main St., Hudson Falls
518-926-6055



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Washington County Breastfeeding Resources

Who to call for help

Call your pediatrician's office first.

Glens Falls Hospital - Joyce Stock Snuggery

Lactation Clinic **518-926-6104**
Newborn Nursery **518-926-6090**

**Washington County
Maternal Child Health
518-746-2100**

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Breastfeeding Coordinators &
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Warren County **518-761-6425**
Essex County **518-873-3560**

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