

**RESOLUTION NO. 820 -2014, ESTABLISHING A POLICY THAT SUPPORTS NURSING MOTHERS IN THE COUNTY WORKPLACE**

**WHEREAS**, many working women struggle to balance their professional and family obligations; and

**WHEREAS**, this struggle is exacerbated for the mothers of newborns who wish to continue nursing their babies after they return to work after giving birth; and

**WHEREAS**, without the ability to express milk at work, a mother's milk begins to harden in the breast, causing pain and discomfort; if a mother goes too long without expressing milk she loses the ability to breast feed her child; and

**WHEREAS**, breast feeding is beneficial to the health of both the mother and child; and

**WHEREAS**, the State of New York enacted legislation in 2007 that requires employers to provide reasonable break times to allow employees to express milk and further requires employers to make reasonable efforts "to provide a room or other location in close proximity to the work area, where an employee can express milk in privacy"; and

**WHEREAS**, providing adequate facilities that allow employees to express milk and breast feed their children should be a priority of Suffolk County government; now, therefore be it

**1st RESOLVED**, that the Department of Public Works and the Department of Health Services shall jointly determine and report to this Legislature and the County Executive, within 120 days of the effective date of this resolution, the following information:

1. The County-owned and leased buildings, where County employees work on a regular basis, which provide facilities specifically designated for employees who wish to express breast milk, and the nature of the facilities provided;
2. The County-owned and leased buildings where County employees work on a regular basis, which do not provide any such facilities;
3. The amount of funding necessary to provide designated lactation rooms in all County-owned and leased buildings, where County employees work on a regular basis, which meet the following requirements:
  - a. the room must be private with a door that locks from the inside, and must be at least 4 feet by 5 feet in size.
  - b. the room must contain an electrical outlet, a comfortable chair and a table.
  - c. the room must be in close proximity to a sink with running water and a refrigerator where express milk can be stored; and

4. A plan to provide the facilities described herein within 12 months of the effective date of this resolution.

and be it further

**2nd RESOLVED**, that this Legislature, being the State Environmental Quality Review Act (SEQRA) lead agency, hereby finds and determines that this resolution constitutes a Type II action pursuant to Section 617.5(c)(20), (21) and (27) of Title 6 of the NEW YORK CODE OF RULES AND REGULATIONS (6 NYCRR) and within the meaning of Section 8-0109(2) of the NEW YORK ENVIRONMENTAL CONSERVATION LAW as a promulgation of regulations, rules, policies, procedures, and legislative decisions in connection with continuing agency administration, management and information collection, and the Suffolk County Council on Environmental Quality (CEQ) is hereby directed to circulate any appropriate SEQRA notices of determination of non-applicability or non-significance in accordance with this resolution.

DATED: October 7, 2014

APPROVED BY:

/s/ Steven Bellone  
County Executive of Suffolk County

Date: October 15, 2014