

NEW YORK

New York City Amends Lactation Accommodation Policy Law

Provided to you by **Employco USA, Inc.**

In November 2024, New York City (NYC) [amended](#) the lactation accommodation policy provisions of the New York City Human Rights Law (NYCHRL). The amendments, effective **May 8, 2025**, add new posting requirements and align the NYC law with New York State's paid lactation break requirements.

Background

The NYCHRL currently requires employers with **four or more employees** to provide employees with lactation accommodations, including a lactation room where employees can pump or express breast milk and reasonable time to do so. Employers must also have a written lactation [policy](#) that includes a statement that employees have a right to request a lactation room and identify a process by which employees may request a lactation room.

Policy Posting Requirement

Under the amended law, in addition to existing written policy requirements, employers must make the policy available to employees by conspicuously posting the policy at the employer's place of business in an area accessible to employees and electronically on the employer's intranet (if one exists).

Paid Lactation Breaks

Under New York State's lactation break law, **all employers** are required to provide employees with 30 minutes of paid break time to pump or express milk and permit employees to use existing paid break time or meal time for time in excess of 30 minutes. Under the amended law, covered NYC employers must include in their lactation accommodation policies a statement of the right to paid lactation breaks in accordance with the New York state law.

Next Steps for Employers

Covered employers should ensure they are in compliance with the new law's posting requirements by the effective date. Employers should also review and update existing lactation accommodation policies to include a statement regarding the right to paid lactation breaks to the extent they have not already done so.

Highlights

Nov. 9, 2024

NYC amended its lactation accommodation policy law to add a posting requirement and align with New York state's paid lactation break requirements.

May 8, 2025

NYC's amended law takes effect.

***Effective May 8, 2025,
NYC employers must
post lactation
accommodation
policies.***