

BREAKS FOR NURSING CAST AND CREW [NEW YORK SUPPLEMENT]



This document supplements the Company's Breaks for Nursing Cast and Crew policy as it applies to cast and crew who work in the state of New York. It is based on the New York Department of Labor's official [Policy on the Rights of Employees to Express Breast Milk in the Workplace](#), as tailored to the Company's business and operational practices.

CAST AND CREW RIGHTS TO LACTATION BREAKS

Under section 206-c of the New York State Labor Law, nursing employees have the right to reasonable break time to express milk in the workplace. For up to three years following childbirth, cast and crew will be provided reasonable break time to express breast milk at work based on the individual's unique needs.

Hourly, weekly and daily cast and crew will receive 30 minutes of paid break time for these purposes and can use their existing meal time or paid rest break time for time needed in excess of 30 minutes, and/or they will be provided additional unpaid breaks, as requested. Additional unpaid breaks will be at least 20 minutes (or at least 30 minutes if the designated lactation room is not close to the cast or crew member's work station). Cast and crew are allowed to take longer unpaid breaks, if needed, but they also may opt to take shorter unpaid breaks.

Cast and crew are not required to work while expressing breast milk, but they may voluntarily choose to do so (except for hourly, weekly and daily cast and crew if using their regular rest breaks or meal periods). Time working while expressing breast milk will be compensated. Cast and crew who take unpaid break time to express breast milk are permitted (but not required) to make up that time before or after their normal shift, provided this time falls within the Company's normal work hours.

Cast and crew who work remotely have the same rights to unpaid time off for the purpose of expressing breast milk as cast and crew who perform their work in-person.

MAKING A REQUEST FOR LACTATION BREAKS

Cast and crew who want to express breast milk at work should provide the Company reasonable advance notice (generally before returning to the workplace if the cast or crew member is on leave) to allow time to find an appropriate location and adjust schedules, if needed.

Cast and crew should make lactation break requests to their supervisor, on-site supervisor or Human Resources. The Company will respond to these requests within five business days, if not before, and will work with the individual to determine the appropriate break period(s) and location.

Locations for Lactation Breaks

The Company will provide a clean and maintained location, other than a restroom or toilet stall, for the cast or crew member to express milk in private. The location will:

- Be close to the cast or crew member's work area (within walking distance without significantly extending the needed break time);
- Provide good natural or artificial light;
- Be private – both shielded from view and free from intrusion;
- Have accessible, clean running water nearby;
- Have an electrical outlet (if the workplace is supplied with electricity);
- Include a chair; and
- Provide a desk, small table, counter or other flat surface.

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To ensure privacy, any windows in lactation locations will be equipped with a curtain, blind or other covering. Where possible, the location will have a door equipped with a functional lock; otherwise, the Company will provide a sign advising the space is in use and not accessible to other cast and crew or the public.

Cast and crew can contact Human Resources to request a location for breaks under this policy. In the event that more than one individual needs to use a designated location at the same time, the individual who was unable to reserve the room should contact Human Resources to determine an alternative accommodation location and/or an acceptable arrangement for future scheduling.

If there is not a designated lactation room available, the Company may arrange for the cast or crew member to use a vacant office or other available room on a temporary basis, which will not be accessible to the public or other cast and crew while the cast or crew member is using it for breast milk expression.

If the workplace has a refrigerator, cast and crew may use it to store breast milk. The Company is not responsible for ensuring the safekeeping of expressed milk stored in any workplace refrigerator. Cast and crew are required to store all expressed milk in closed containers and bring milk home each day.

If providing a cast or crew member with a space that meets the above requirements would cause undue hardship (defined as “causing significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of the employer’s business”), the Company will still provide a room or other location – other than a restroom or toilet stall – that meets as many of the requirements as possible and that is in close

proximity to the cast or crew member’s work area where they can express breast milk in privacy. The Company will not deny a cast or crew member the right to express breast milk in the workplace due to difficulty in finding a location.

ADDRESSING VIOLATIONS / ADDITIONAL RESOURCES

The Company prohibits any harassment, discrimination or retaliation against a cast or crew member who chooses to express breast milk in the workplace or who requests or takes breaks in accordance with Company policy or state law. Cast and crew who believe they have been harassed or discriminated against, or who are otherwise aware of a violation of this policy, should follow the procedures outlined in the Speak Up policy. These procedures include notifying their immediate supervisor, department head, Unit Production Manager, Human Resources and/or Employee Relations partner, or they can call the Disney Guideline at 1-800-699-4870.

Cast and crew may also contact the New York State Department of Labor’s Division of Labor Standards at 1-888-525-2267 or LSAsk@labor.ny.gov, or they may visit the nearest Labor Standards office to personally file a complaint. For a list of offices, visit dol.ny.gov/location/contact-division-labor-standards. *Complaints are confidential.*

In addition, the federal PUMP Act went into effect in 2023, expanding protections for almost all employees expressing breast milk at work. Under the PUMP Act, any covered workers not provided with breaks and adequate space for up to a year after the birth of a child are able to file a complaint with the U.S. Department of Labor or file a lawsuit against their employers. More information is available at dol.gov/agencies/whd/pump-at-work.

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The Company complies with existing federal and state laws, regulations, and guidance regarding paid and unpaid break time and meal times regardless of whether the employee uses such time to express breast milk. For additional information regarding what constitutes a meal period or a break period under state and federal law, employees may consult the following resources:

- NY DOL Website on Day of Rest, Break Time, and Meal Periods: dol.ny.gov/day-rest-and-meal-periods
- NY DOL FAQs on Meal and Rest Periods: dol.ny.gov/system/files/documents/2021/03/meal-and-rest-periods-frequently-asked-questions.pdf
- U.S. DOL FLSA FAQ on Meal and Rest Periods: dol.gov/agencies/whd/fact-sheets/22-flsa-hours-worked
- U.S. DOL FLSA Fact Sheet on Compensation for Break Time to Pump Breast Milk: dol.gov/agencies/whd/fact-sheets/73-flsa-break-time-nursing-mothers