



# SEATTLE CITY COUNCIL

## Legislative Summary

Res 31910

Record No.: Res 31910

Type: Resolution (Res)

Status: Adopted

Version: 1

Ord. no:

In Control: City Clerk

File Created: 09/25/2019

Final Action: 09/30/2019

**Title:** A RESOLUTION requesting a plan to develop an "Infants at Work" pilot program for eligible City of Seattle employees and their infants.

<b>Notes:</b>	<b>Filed with City Clerk:</b>	<u>Date</u> 10/11/2019
<b>Sponsors:</b> Mosqueda	<b>Mayor's Signature:</b>	10/4/2019
	<b>Vetoed by Mayor:</b>	
	<b>Veto Overridden:</b>	
	<b>Veto Sustained:</b>	

**Attachments:**

**Drafter:** Emilia.Sanchez@seattle.gov

**Filing Requirements/Dept Action:**

**History of Legislative File** Legal Notice Published:  Yes  No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	City Clerk	09/25/2019	sent for review	Council President's Office			
	<b>Action Text:</b> The Resolution (Res) was sent for review. to the Council President's Office						
1	Council President's Office	09/26/2019	sent for review	City Council			
	<b>Action Text:</b> The Resolution (Res) was sent for review. to the City Council						
1	City Council	09/30/2019	referred	City Council			
1	City Council	09/30/2019	adopted				Pass
	<b>Action Text:</b> The Motion carried, the Resolution (Res) was adopted by the following vote, and the President signed the Resolution:						
	<b>Notes:</b> Motion was made and duly seconded to adopt Resolution 31910.						
	In Favor: 8 Councilmember Bagshaw, Council President Harrell, Councilmember Herbold, Councilmember Juarez, Councilmember Mosqueda, Councilmember O'Brien, Councilmember Pacheco, Councilmember Sawant						
	Opposed: 0						
1	City Clerk	09/30/2019	attested by City Clerk				

*Legislative Summary Continued (Res 31910)*

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Action Text: The Resolution (Res) was attested by City Clerk.

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Date

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Mayor's Signature:

Sponsors: Mosqueda

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Attachments:

Drafter: Emilia.Sanchez@seattle.gov

Filing Requirements/Dept Action:

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	Opposed: 0						
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Action Text: The Resolution (Res) was attested by City Clerk.

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CITY OF SEATTLE

RESOLUTION 31910

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A RESOLUTION requesting a plan to develop an “Infants at Work” pilot program for eligible City of Seattle employees and their infants.

WHEREAS, in 2015, the Washington State Department of Health implemented an “Infant at Work Program” based on the long-term health value of breastfeeding or chestfeeding newborns and bonding, and allows eligible parents or guardians to bring their infants aged six weeks to six months to work; and

WHEREAS, in 2017, the National Association of Insurance Commissioners marked 20 years of its “Infants in the Workplace” program, during which they have been recognized for excellence in promoting work-life balance; and

WHEREAS, in 2018, King County developed a work plan for implementing an “Infants at Work” pilot program in King County Elections; and

WHEREAS, the King County Women’s Advisory Board issued a report in 2019 finding that the cost of childcare in King County has been growing faster than the rate of inflation for the last 25 years and families making the area median income (AMI) are spending nearly one-quarter of their income on child care; and

WHEREAS, the King County Women’s Advisory Board’s report also found that childcare costs for infants and young toddlers are more expensive than childcare for older children; and

WHEREAS, the Parenting in the Workplace Institute reports that more than 2,100 infants in more than 200 organizations have been successfully brought to work in office-based, cubicle-based, and open-plan environments; and

1 WHEREAS, the Parenting in the Workplace Institute reports that key benefits of “Infants at  
2 Work” programs for families are lower childcare costs, better financial stability for  
3 employees, lower stress, increased bonding, and fewer barriers to breastfeeding and  
4 chestfeeding; and

5 WHEREAS, the Parenting in the Workplace Institute reports that key benefits of “Infants at  
6 Work” programs for employers are increased employee loyalty, lower turnover costs,  
7 increased productivity, and lower healthcare costs from increased breastfeeding and  
8 chestfeeding rates; and

9 WHEREAS, the Organisation for Economic Co-operation and Development reported that the  
10 United States has one of the lowest breastfeeding and chestfeeding initiation rates among  
11 industrialized countries, and that returning to work is one of the reasons why parents  
12 never start breastfeeding or chestfeeding, or only do so for short durations; and

13 WHEREAS, a program to allow infants in the workplace could create increased opportunities to  
14 breastfeed or chestfeed, which has been proven by the World Health Organization to  
15 improve the health of parents and infants with health benefits that include reduced infant  
16 mortality, reduced perinatal mood disorders, and accelerated infant recovery during  
17 illnesses that could require employees to take sick leave; and

18 WHEREAS, Black parents, Indigenous parents, and parents of color who breastfeed and  
19 chestfeed often face racial discrimination in medical care, including lactation support, as  
20 well as barriers to resources and workplace policies that promote breastfeeding and  
21 chestfeeding goals due to structural and institutionalized racism; and

22 WHEREAS, The City of Seattle supports the women, men, and non-binary individuals who help  
23 Seattle run while balancing caretaking responsibilities; and

1 WHEREAS, The City of Seattle recognizes that many individuals raise children, including  
2 parents, grandparents, and other caretakers; and

3 WHEREAS, children develop differently, and age is only one factor in appropriate limitations  
4 for an “Infants at Work” program; and

5 WHEREAS, establishing an “Infants at Work” pilot program would further The City of Seattle’s  
6 commitment to recruiting and retaining a diverse and excellent workforce to better serve  
7 the people of Seattle, and would maintain the City’s commitment to strong labor  
8 protections for its employees; NOW, THEREFORE,

9 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE THAT:**

10 Section 1. The City Council (“Council”) requests the Executive to develop an “Infants at  
11 Work” pilot program that outlines a plan to provide eligible parents and guardians the  
12 opportunity to bring their infants to work for a limited period during the infant’s first year of life.

13 A. The Council requests the Executive to review and consider resources on “Infants  
14 at Work” programs, including, but not limited to, publications by the Parenting in the Workplace  
15 Institute, and to consult with organizations that have planned, implemented, and/or evaluated  
16 such programs including, but not limited to, the Washington State Department of Health, the  
17 Nevada State Health Division, the National Association of Insurance Commissioners, and King  
18 County Elections.

19 B. The Council requests the Executive to consult with the Seattle Women’s  
20 Commission, Office for Civil Rights, and the Office of Labor Standards; unions representing  
21 City employees including but not limited to the Coalition of City Unions; and other relevant  
22 stakeholders, including new parents or guardians and the Workforce Equity Planning and

1 Advisory Committee (WEPAC), in the development of a pilot program, and to consider the  
2 racial, gender, and economic equity impacts of implementing a pilot program.

3 C. The Council requests the Executive to transmit a plan for a pilot program that  
4 includes, but is not limited to:

5 1. A description of program eligibility requirements;

6 2. A description of any workplace environment considerations, such as safety  
7 guidelines, facility requirements, and recommended operational practices to ensure the adequate  
8 care of the infant, adequate workplace hygiene, and continued employee productivity;

9 3. The policies and procedures for events when an infant is disruptive to the  
10 work environment for a prolonged period, as well as a recommendation as to who will decide  
11 what behavior qualifies as disruptive;

12 4. An evaluation plan to assess the pilot program that includes quantitative  
13 and qualitative data demonstrating, but not limited to, the following:

14 a. The number, gender, race or ethnicity, and compensation rate of  
15 employees who have used the program;

16 b. The employees' distribution among the City's departments and  
17 divisions, and wage bands;

18 c. Employee retention and satisfaction outcomes;

19 d. Any changes to productivity of participating work groups; and

20 e. Any cost or estimated cost savings associated with the program;

21 and

22 5. The policies and procedures for cultural and religious accommodations;



1                   6.       A timeline for implementing the pilot program, including the duration and  
2 beginning and end dates;

3                   7.       The scope of employee groups to participate;

4                   8.       Alternative options for employees for whom bringing children to work  
5 may not be feasible based on work-type or the child's special needs or temperament, including  
6 telecommuting options, flexible scheduling, additional paid days off, or childcare subsidies; and

7                   9.       Training for participating staff, including training on communication,  
8 expectation setting, and safety/equipment needs, and for non-participating staff and employees to  
9 mitigate bias and supervision.

10                Section 2. The Council requests the Executive to transmit the plan for a pilot program, as  
11 described in this resolution, by April 15, 2020, along with any legislation necessary to implement  
12 the pilot program. The Council requests the Executive to file the plan with the City Clerk  
13 ("Clerk") in the form of a paper and an electronic copy. The Clerk shall retain the paper copy  
14 and forward the electronic copy to all Councilmembers.

1 Adopted by the City Council the 30<sup>th</sup> day of September, 2019,  
2 and signed by me in open session in authentication of its adoption this 30<sup>th</sup> day of  
3 September, 2019.

4 

5 President \_\_\_\_\_ of the City Council

6 Filed by me this 30<sup>th</sup> day of September, 2019.

7 

8 Monica Martinez Simmons, City Clerk

9 (Seal)