

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
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** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

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

Summary and background of the Legislation: “Infant at Work” programs are reported to have a range of benefits. For employees, benefits may include improved financial stability, increased bonding, lower stress, and reduced barriers to breast and chestfeeding. For employers, benefits may include increased employee loyalty, lower turnover costs, and increased productivity.

This resolution requests the Executive to develop an “Infants at Work” pilot program for eligible City of Seattle employees and their infants.

The pilot program would provide eligible parents and guardians the opportunity to bring their infants to work for a limited period during the infant’s first year of life. In developing the plan, the resolution requests the Executive to review and consider a range of resources, consult with stakeholders, and consult with organizations that have already planned, implemented, and/or evaluated such programs, such as the Washington State Department of Health, the Nevada State Health Division, and the National Association of Insurance Commissioners, and King County Elections. The resolution also requests the Executive to include programmatic requirements, such as plans for employee eligibility, workplace environment considerations, evaluation criteria, policies and procedures for religious or cultural accommodations, training and a timeline.

The resolution requests the Executive to transmit the plan for a pilot program, and any legislation necessary for implementation, by April 15, 2020.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? Yes No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

This resolution requests the Executive to develop an “Infants at Work” pilot program. Implementing the plan may have financial implications that would need to be considered if authorizing legislation is proposed.

Is there financial cost or other impacts of *not* implementing the legislation?

None identified.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

Yes. This resolution asks the Executive to develop and submit a work plan, and any legislation necessary for implementation, by April 15, 2020.

b. Is a public hearing required for this legislation?

No.

c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?

No.

d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No.

e. Does this legislation affect a piece of property?

No.

f. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?

The resolution requests the Executive to consider the racial, gender, and economic equity impacts of implementing an “Infants at Work” pilot program.

g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program’s desired goal(s).

Goals for implementing an “Infants at Work” pilot program include furthering the City’s commitment to recruiting and retaining a diverse and excellent workforce; maintaining the City’s commitment to strong labor protections for employees; supporting parents with work and caretaking responsibilities; and promoting workplace policies that increase opportunities for breast and chestfeeding.