

2016 Seattle City Council Statement of Legislative Intent

Ready for Notebook

Tab	Action	Option	Version
42	1	A	1

Budget Action Title: Requesting the Executive study an Infant at Work Pilot Program

Councilmembers: Bagshaw; Burgess; Godden; O'Brien; Okamoto

Staff Analyst: Bailey Bauhs

Date		Total	SB	BH	JO	TR	NL	TB	JG	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

Statement of Legislative Intent:

In 2015, the Washington State Department of Health instituted an Infant at Work Pilot Program. It established that all eligible employees, including both men and women, who have welcomed a new child under the age of 6 months old, may bring that child to work until the child reaches 6 months of age. The Seattle City Council is interested in understanding the policy implications of developing such a pilot and the form that an Infant at Work Pilot Program might take as such a policy is fitting with Gender Pay Equity objectives established by the Council in Resolutions 31523 and 31588. Particularly, an Infant at Work Program supports gender pay equity in that it removes some barriers to women returning to work after welcoming a new child, such as decreasing daycare costs, enabling a parent to care for their child throughout the day during their early growth, lowering stress for families, easing difficulties continuing breastfeeding and returning to work, and enabling men to be more involved with their new babies. Infant at Work Programs have interrelated benefits to both the employer and the employee including the fact that it is a useful recruiting and retention tool, builds morale, and may lower health care costs due to potentially increased instances of breastfeeding.

The City Council requests the Executive to provide a report to the Council including the following information:

1. The policy implications of piloting an Infant at Work Program.
2. Departments where such a pilot may be best suited.
3. The costs and accommodations necessary to developing and carrying out such a pilot.

4. The metrics that will be used to track the impacts of the pilot on the benefits listed above as well as employee productivity.

Responsible Council Committee(s): Parks, Seattle Center, Libraries and Gender Pay Equity

Date Due to Council: July 31, 2016