

Kansas City

Legislation Details (With Text)

File #: 220402 Version: 2 Name:

Type: Resolution **Status:** Final Reading, Debate

File created: 5/5/2022 In control: Council

On agenda: 5/19/2022 Final action:

Title: Directing the City Manager to report in 120 days on a plan to evaluate the feasibility of providing

suitable space for a Nursing Room in City public buildings for City employees and members of the public; and the City Manager shall report back to the City Council prior to beginning any Nursing

Room project.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 220402 No Fact Sheet, 2. Authenticated Resolution 220402 C.S, 3. 220402 colored compared

Date	Ver.	Action By	Action	Result
5/19/2022	1	Council	Adopted as Substituted	Pass
5/18/2022	1	Transportation, Infrastructure and Operations Committee	Immediate Adoption as a Committee Substitute	Pass
COMMITTEE SUBSTITUTE FOR RESOLUTION NO. 220402				

Directing the City Manager to report in 120 days on a plan to evaluate the feasibility of providing suitable space for a Nursing Room in City public buildings for City employees and members of the public; and the City Manager shall report back to the City Council prior to beginning any Nursing Room project.

WHEREAS, Federal Law requires employers to provide "a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk;" and

WHEREAS, Congress enacted the Fairness For Breastfeeding Mothers Act that set forth requirements for certain Federal Buildings to provide a lactation room for use by the public where feasible; and

WHEREAS, Fairness For Breastfeeding Mothers Act can serve as a model for the City's policy; and

WHEREAS, without designated nursing space, City employees are challenged with identifying space that can appropriately be used as a lactation room; and

WHEREAS, providing employees access to a Nursing Room ("Mother's Room") helps employees balance family and work commitments, improves employee morale, retention and recruiting; , creates a positive breastfeeding-friendly worksite and shows that the City values the contributions of working women in our departments; and

WHEREAS, providing a Mother's Room can positively impact retention rates, resulting in potential cost savings to the City; and

File #: 220402, Version: 2

WHEREAS, as part of this plan to provide Mother's rooms in city buildings, the city shall evaluate 120 city owned facilities including community centers to determine the need for a Mother's room at such facility; NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF KANSAS CITY:

- Section 1. That the City Manager is directed to report in 120 days on a plan, with input from each city bargaining unit, to evaluate the feasibility of providing a Nursing Room in City public buildings, and to establish priority standards that will guide recommendations in alignment with Federal Guidelines on building amenity needs to accommodate a Nursing room; and provide a cost feasibility analysis of the plan.
- Section 2. That the City Manager is directed to report back to the City Council prior to beginning any Nursing Room project other than the 8th Floor Nursing Room.
- Section 3. That the City Manager shall continue to evaluate the city facilities to determine the use and effectiveness of the Mother's room in city owned facilities.