



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

May 1, 2018

Motion 15133

Proposed No. 2018-0174.2

Sponsors Dembowski and Kohl-Welles

1 A MOTION requesting a plan to implement an infants at
2 work pilot program for eligible King County employees
3 and their infants.

4 WHEREAS, in 2015, the Washington state Department of Health
5 implemented an "Infants at Work Policy" based on the long-term health value of
6 breastfeeding newborns and bonding, and

7 WHEREAS, the state Department of Health program allows eligible parents
8 or guardians to bring their infants age six weeks to six months to work, and

9 WHEREAS, the Parenting in the Workplace Institute reports that key benefits
10 of "Infants at Work" programs are that new parents have the option to return to work
11 earlier which decreases their childcare costs, contributing to increased financial stability
12 for employees, and

13 WHEREAS, providing creative parental supports like "Infants at Work"
14 programs can increase employee loyalty, thereby reducing employee turnover, which has
15 been estimated to cost twenty-one percent of each employee's annual salary, and

16 WHEREAS, a program to allow babies in the workplace would create
17 increased opportunity to breastfeed which has been proven by the World Health
18 Organization to reduce infant mortality and accelerate recovery during illnesses that
19 could put the employee out on sick leave to care for their infant, and

20 WHEREAS, according to the Parenting in the Workplace Institute, more than
21 two thousand one hundred babies in more than two hundred organizations have been
22 successfully brought to work in office-based, cubicle-based, open-plan environments, and

23 WHEREAS, in 2017, the National Association of Insurance Commissioners
24 marked twenty years of its "Infants in the Workplace" program during which they have
25 been recognized for excellence in work-life balance, and

26 WHEREAS, establishing an infants-at-work policy will further King County's
27 commitment to being an employer of choice and assist in continuing to recruit and retain
28 a diverse and excellent workforce to better serve the people of King County;

29 NOW, THEREFORE, BE IT MOVED by the Council of King County:

30 A. The executive is requested to transmit a plan to implement a pilot
31 program that provides eligible parents the opportunity to bring their infants to work for a
32 limited period of time during their first year of life. The plan to implement the pilot
33 program should include, but not be limited to, the following:

34 1. A description of program eligibility requirements;
35 2. A description of any workplace environment considerations, such as
36 safety guidelines, facility requirements, and recommended operational practices to ensure
37 the adequate care of the infant, adequate workplace hygiene and continued employee
38 productivity;

39 3. Policies and procedures for events when an infant is disruptive to the
40 work environment for a prolonged period of time;

41 4. An evaluation plan to assess the infants at work pilot program that
42 includes quantitative and qualitative data demonstrating, but not limited to, the following:

43 the number, gender and compensation rate of employees who have used the program; the
44 employees' distribution among the county's departments and divisions; employee
45 retention and satisfaction outcomes; any changes to productivity of participating work
46 groups; and any cost or estimated cost savings associated with the program; and

47 5. A timeline for implementing the pilot program, including the duration
48 and beginning and end dates, and the scope of employee groups to participate.

49 B. The executive is requested to review and consider resources published by
50 the Parenting in the Workplace Institute and organizations, such as the Washington state
51 Department of Health, the Nevada state Health Division and the National Association of
52 Insurance Commissioners that have implemented infants-at-work programs. The
53 executive should also develop the plan in consultation with the King County women's
54 advisory board.

55 C. The executive is requested to transmit the plan described in this motion by
56 August 15, 2018, along with any legislation necessary to implement the pilot program.
57 The executive should file the plan with the clerk of the council in the form of a paper and

58 an electronic copy. The clerk shall retain the paper copy and forward the electronic copy
59 to all councilmembers.

Motion 15133 was introduced on 3/26/2018 and passed as amended by the
Metropolitan King County Council on 4/30/2018, by the following vote:

Yes: 9 - Mr. von Reichbauer, Mr. Gossett, Ms. Lambert, Mr. Dunn,
Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles
and Ms. Balducci
No: 0
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

J. Joseph McDermott, Chair

ATTEST:

Melani Pedroza, Clerk of the Council



Attachments: None