


FROM	Name & Title	Steve Sharkey, Director	CITY OF BALTIMORE  <b>MEMO</b>	
	Agency Name & Address	Department of General Services 200 Holliday Street, Suite 800 Baltimore, Maryland 21202		
	Subject	<b>Support – City Council Bill 18-0276 – Lactation Accommodations in the Workplace</b>		

**TO:** The Honorable President and Members of the City Council      **DATE:** August 30, 2018  
Room 409, City Hall  
100 N. Holliday Street  
Baltimore, Maryland 21202

**Re:** Support – City Council Bill 18-0276 – Lactation Accommodations  
in the Workplace

Dear President Young and Members of the City Council:

The Department of General Services reviewed City Council Bill 18-0276 – Lactation Accommodations in the Workplace as introduced by Councilwoman Sneed with the purpose of requiring certain employers to provide certain lactation accommodations (including lactation breaks and locations) and to develop, distribute, and implement certain policies and procedures for providing these lactation accommodations. The department **SUPPORTS** City Council Bill 18-0276 – Lactation Accommodations in the Workplace.

The department has taken a proactive approach to lactation accommodations by providing lactation accommodations in various city-owned properties. Over the last few years, DGS has placed lactation rooms in each City Hall, the Abel Wolman Municipal Building, the Charles L. Benton Building, the Health Department headquarters, and the George L. Winfield Fleet Maintenance Facility, respectively.

In planning its maintenance, renovation, and capital funding requests on behalf of various city agencies, DGS considers the existence of any legal mandate that requires the project to be performed. However, DGS is constrained by the budget allocations set by the Planning Department and the Department of Finance. Each agency should work closely with Finance and Planning to obtain the estimated funding necessary to meet their needs in their upcoming budget and to prioritize the requirements of the bill. We recommend that there be funding added to both the capital and operating budgets to ensure that the City can properly implement the requirements set forth in the bill.

The bill defines an employer as “any person who employs 2 or more full-time equivalent (FTE) employees working in the City of Baltimore” and a person as “any department, board, commission, council, authority, committee, office, or other unit of city government.” Based on our reading of this language in the proposed legislation, each individual unit with 2 or more FTEs of the city government will be responsible for the development of their own lactation accommodations. Thusly, DGS will continue to work closely with other agencies as they seek to meet the requirements of the bill and assist them as they determine their own specific needs and space limitations.

The Department of General Services reviewed City Council Bill 18-0276 – Lactation Accommodations in the Workplace and will continue to assist other agencies as they determine their own specific needs and space limitations. DGS requests that the bill be given favorable consideration by the City Council.

A handwritten signature in black ink, appearing to read "Steve Sharkey". The signature is fluid and cursive, with the first name "Steve" and last name "Sharkey" clearly distinguishable.

STEVE SHARKEY DIRECTOR

SS:rpt