



## Legislation Details

**File #:** 18-0276      **Version:** 0      **Name:** Lactation Accommodations in the Workplace  
**Type:** Ordinance      **Status:** Enacted  
**File created:** 8/6/2018      **In control:** City Council  
**On agenda:**      **Final action:** 12/13/2018  
**Enactment date:**      **Enactment #:** 18-213

**Title:** Lactation Accommodations in the Workplace  
 For 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; establishing minimum standards for lactation accommodations; defining certain terms; providing for certain exceptions and authorizing certain waivers or variances under certain conditions; requiring employers to maintain certain records; prohibiting retaliatory or discriminatory actions against persons exercising rights under this Ordinance; authorizing the adoption of administrative rule and regulations to carry out this Ordinance; providing for administrative and judicial review of and remedial relief for violations; imposing certain criminal penalties for violations; providing for a special effective date; and generally relating to the required provision of certain lactation accommodations for employees.

**Sponsors:** Shannon Sneed, President Young, Ryan Dorsey, Brandon M. Scott, John Bullock, Kristerfer Burnett, Bill Henry, Isaac "Yitzzy" Schleifer, Leon F. Pinkett, III, Zeke Cohen, Eric T. Costello, Edward Reisinger, Robert Stokes, Sr., Sharon Green Middleton, Mary Pat Clarke

**Indexes:** Accomodations, Lactation, Workplace

**Code sections:**

**Attachments:** 1. 18-0276~1st Reader, 2. HR 18-0276, 3. DGS - 18-0276, 4. Finance - 18-0276, 5. Health - 18-0276, 6. Law 18-0276, 7. Office of Civil Rights - 18-0276, 8. 2nd Reader Amendments 18-0276, 9. 2nd Reader Floor Amendments 18-0276, 10. 3rd Reader Floor Amendment - 18-0276, 11. 18-0276~Enr 3rd Reader, 12. Completed File\_18-0276

Date	Ver.	Action By	Action	Result
1/14/2019	0	Mayor	Signed by Mayor	
12/3/2018	0	City Council	Approved and Sent to the Mayor	
11/19/2018	0	City Council	3rd Reader, Enrolled for Final Passage	
10/29/2018	0	City Council	3rd Reader, for final passage	
10/29/2018	0	Labor Committee	Recommended Favorably with Amendment	
10/17/2018	0	Labor Committee	Recommended Favorably with Amendment	Pass
9/17/2018	0	Labor Committee	Scheduled for a Public Hearing	
8/9/2018	0	The City Council	Refer to Dept. of Human Resources	
8/9/2018	0	The City Council	Refer to Dept. of Health	
8/9/2018	0	The City Council	Refer to Office of Equity and Civil Rights	
8/9/2018	0	The City Council	Refer to City Solicitor	
8/9/2018	0	The City Council	Refer to Dept. of General Services	
8/9/2018	0	The City Council	Refer to Dept. of Finance	

8/6/2018	0	City Council	Assigned
8/6/2018	0	City Council	Introduced