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Anna Albi
Councilmember

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MOTION

WE MOVE that the administration to provide a report within sixty (60) days on the current availability and quality of lactation rooms in City-owned or City-maintained properties. The report should include the following items:

1. A list of all City-owned or City-maintained buildings that include a designated lactation room, including:
 - The total number of lactation rooms at each site
 - Information on whether each room includes a refrigerator suitable for milk storage
 - The date each lactation room was installed
2. An estimate of the costs associated with creating a lactation room, including the installation of a small refrigerator, as a template for any site that might not have a designated location room.
3. A list of potential funding sources to make these improvement updates.

STATEMENT

The Hamilton County Commission on Women and Girls' (HCCWG) Pay Equity Committee is gathering information about lactation accommodations for working mothers throughout Hamilton County. This effort aligns with the City of Cincinnati's commitment to Pay Equity, as established in our signing of the Pay Equity Commitment from the HCCWG in 2022.

This request reflects the federal and state guidelines mandating that employers provide private, non-bathroom spaces for breastfeeding employees, as outlined in the Fair Labor Standards Act (FLSA) and Ohio state law. Federal requirements include ensuring break time and access to a lactation space for one year after a child's birth, and the FLSA mandates that spaces must be shielded from view and free from intrusion. However, it does not require that employers provide a lactation room, as opposed to a 'designated space'.

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Victoria Park

Mark D. Orr

Jan-Michael Lemoine