

Economic Impact Statement

Office of Legislative Oversight

Bill 11-22

Buildings – Lactation Rooms in County Buildings – Required

SUMMARY

The Office of Legislative Oversight (OLO) anticipates that enacting Bill 11-22 would have an insignificant impact on economic conditions in the County in terms of the Council’s priority indicators.

BACKGROUND

Bill Description

The goals of Bill 11-22 are to “promote public health, reduce health disparities, and support County employees who wish to express breast milk at work by requiring designated lactation rooms in certain County buildings, and providing employees with reasonable break time for lactation.”¹ The Bill would attempt to achieve these goals by requiring the following:

- County buildings to have a lactation room for employees or provide alternative accommodations;
- break time for employees with lactation needs;
- the County Executive to institute personnel regulations for certain accommodations; and
- certain educational materials to be posted on the County’s website.²

If enacted, the County Executive would be required to issue any requisite policy and regulations and make available the lactation rooms within six months after the effective date of this Act.³

Primary Economic Stakeholders

As described below, it is possible that creating formal lactation rooms in County buildings and designated break times for breastfeeding may economically affect certain County employees. Thus, the primary economic stakeholders of Bill 11-22 would be **certain County employees who reside in the County and, at some point, will have workplace lactation needs**. Of the 10,379 County employees, 5,654 (54 percent) reside in the County.⁴ Residents employed with the County make up approximately 1 percent of the County’s labor force—551,326 as of April 2022.⁵ While OLO does not know the average

¹ Legislative Request Report, Bill 11-22; McCartney-Green to County Council, Memorandum, June 9, 2022.

² Bill 11-22.

³ Ibid.

⁴ Data on Montgomery County Employees, Office of Human Resources, Montgomery County, May 2022.

⁵ U.S. Bureau of Labor Statistics, [Local Area Unemployment Statistics, Montgomery County, MD](#).

Economic Impact Statement

Office of Legislative Oversight

annual total of resident County employees with lactation needs, they would make up less than 1 percent of the County's labor force. (Note the Bill's potential economic impacts on non-resident County employees fall outside the purview of this Economic Impact Statements.)

INFORMATION SOURCES, METHODOLOGIES, AND ASSUMPTIONS

Per Section 2-81B of the Montgomery County Code, the purpose of this Economic Impact Statement is to assess Bill 11-22's impacts on County-based private organizations and residents in terms of the Council's priority economic indicators.⁶ There is some evidence that workplace policies and practices to support breastfeeding have positive impacts for affected employees. In its review of the evidence on workplace supports for breastfeeding, the University of Wisconsin Population Health Institute found,

"Women with access to workplace supports such as a space for lactation, breastfeeding breaks, and comprehensive lactation support programs have higher job satisfaction and job commitment than women without these supports. Workplace support programs may also reduce absenteeism, and increase productivity, morale, and retention."⁷

The evidence suggests the current lack of *formal* lactation rooms in County buildings and break times for breastfeeding may cause certain residents employed with the County to take unpaid leave or resign.⁸ If so, they may experience net decreases in household income. Thus, by establishing lactation rooms and break times for breastfeeding, the Bill may reduce a portion of potential household income losses for residents employed with the County.

However, OLO does not anticipate that the magnitude of these potential impacts would be large enough to significantly affect economic conditions in the County. As stated above, the Bill would economically affect less than 1 percent of the County's labor force. Therefore, OLO concludes that while Bill 11-22 may economically benefit certain residents, its overall impact on economic conditions in the County would be insignificant.

VARIABLES

Not applicable

⁶ Montgomery County Code, [Sec. 2-81B](#).

⁷ County Health Rankings & Roadmaps, [Workplace Supports for Breastfeeding](#).

⁸ It is worth noting certain employees with lactation needs may be provided with informal spaces and time for breastfeeding.

Economic Impact Statement

Office of Legislative Oversight

IMPACTS

WORKFORCE ▪ TAXATION POLICY ▪ PROPERTY VALUES ▪ INCOMES ▪ OPERATING COSTS ▪ PRIVATE SECTOR CAPITAL INVESTMENT ▪ ECONOMIC DEVELOPMENT ▪ COMPETITIVENESS

Businesses, Non-Profits, Other Private Organizations

Not applicable

Residents

Not applicable

DISCUSSION ITEMS

Not applicable

WORKS CITED

County Health Rankings & Roadmaps. [Workplace Supports for Breastfeeding](#). The University of Wisconsin Population Health Institute.

Montgomery County Code. [Sec. 2-81B, Economic Impact Statements](#).

Montgomery County Council. [Bill 11-22, Buildings – Lactation Rooms in County Buildings – Required](#). Introduced on June 14, 2022.

McCartney-Green, Ludeen to County Council. [Memorandum](#). Bill 11-22, Buildings – Lactation Rooms in County Buildings – Required. June 14, 2022.

CAVEATS

Two caveats to the economic analysis performed here should be noted. First, predicting the economic impacts of legislation is a challenging analytical endeavor due to data limitations, the multitude of causes of economic outcomes, economic shocks, uncertainty, and other factors. Second, the analysis performed here is intended to *inform* the legislative process, not determine whether the Council should enact legislation. Thus, any conclusion made in this statement does not represent OLO's endorsement of, or objection to, the Bill under consideration.

CONTRIBUTIONS

Stephen Roblin (OLO) prepared this report.