

OFFERED BY COUNCILORS TANIA FERNANDES ANDERSON AND JULIA MEJIA



CITY OF BOSTON

IN THE YEAR TWO THOUSAND TWENTY FIVE

RESOLUTION TO SUPPORT THE RIGHT OF PARENTS TO BRING THEIR INFANTS TO WORK

WHEREAS, The City of Boston recognizes the foundational importance of the parent-child bond during a child's earliest years, particularly in infancy and toddlerhood; *and*

WHEREAS, Extensive research in child development, including findings from the Centers for Disease Control and Prevention (CDC), Harvard Center on the Developing Child, and the World Health Organization (WHO), affirms that early attachment to a caregiver, especially during the first 18 months of life, is critical for emotional regulation, brain development, and long-term health outcomes; *and*

WHEREAS, The high cost of infant care in the City of Boston presents a significant financial burden for working families, with many households paying more than 30% of their income for child care alone ; *and*

WHEREAS, Workplace models around the country including municipal departments, universities, and nonprofit organizations have successfully implemented "Babies at Work" programs that allow parents to bring their infants to work, resulting in increased employee retention, improved morale, and deeper organizational loyalty; *and*

WHEREAS, Supporting parents to bring their infants to work can help normalize gender equity in caregiving roles, ensure better mental health outcomes for parents, and remove punitive barriers that disproportionately affect working mothers, single parents, and low-income families; *and*

WHEREAS, Such an initiative reflects a commitment to family-centered policies, economic justice, and the belief that caregiving and productivity can coexist in healthy, flexible, and innovative work environments; **NOW, THEREFORE BE IT**

RESOLVED: That the Boston City Council hereby supports the implementation of a Citywide "Babies at Work" Policy, encouraging all city departments and agencies to allow employees regardless of gender to bring their infants (aged 0–6 months, or until crawling) to work, provided that the work environment is safe and conducive to such accommodations; and that the City shall work in partnership with public health experts, labor unions, and early childhood advocates to create guidelines,

training materials, and optional pilot programs for departments seeking to adopt this practice. Finally, this resolution affirms the City's stance that parental bonding is not a luxury, it is a right, and that municipal workplaces must evolve to reflect the realities and needs of 21st-century families.

Filed on: June 25, 2025