**City Counter-Proposal to Joint Proposal #1**

10/xx/2024

No later than 90 days after Council approval of this section, the City will engage either a part-time temporary employee or an external consultant to conduct a comprehensive study of the City’s lactation accommodation program. The study will survey all current spaces in City facilities identified as lactation spaces, assess whether they fully comply with state law, and make recommendations for improvement.

The City shall allocate an amount not to exceed $25,000 to fund the aforementioned part-time temporary employee or external consultant to conduct the study.

The study shall be completed no later than 12 months after Council approval of this section, and the report of findings and recommendations will be furnished to the union within 10 days of receipt by the City. Within 60 days of the report being shared with the union, the union and the City shall meet and confer regarding the recommendations and the feasibility of their implementation, but the City’s financial obligation to effectuate the recommendations under this section shall not exceed $25,000 (separate and apart from the $25,000 allocated for the study itself).

If any other union adopts an identical or comparable provision, it is hereby acknowledged that the City’s obligation to fund the study in an amount not to exceed $25,000 and to implement recommendations in an amount not to exceed $25,000 shall constitute the aggregate total for all impacted units, and nothing in this section shall require the City to exceed requirements of state law.

This section will sunset in June 2026.