



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #: 240082

Submitted Department/Preparer: Mayor/Council's Office

Revised 10/23/23

Docket memos are required on all ordinances initiated by a Department Director. More information can be found in [Administrative Regulation \(AR\) 4-1](#).

Executive Summary

Amending Chapter 38, Code of Ordinances, by repealing Section 38-1 entitled "Definitions" and enacting in lieu thereof a new section of like number and subject matter; by repealing Section 38-101 entitled "Prohibited" and enacting in lieu thereof a new section of like number and subject matter; enacting a new Section 38-114, Nondiscrimination with regard to reasonable accommodation related to pregnancy, related to unlawful employment practices impacting pregnant employees.

Discussion

Pregnant workers have faced discrimination in employment or have been denied reasonable accommodations related to pregnancy, and are forced to choose between their health and their paycheck. On December 29, 2022, the Pregnant Workers Fairness Act was signed into law, requiring covered employers to provide reasonable accommodations to a worker's known limitations related to pregnancy, childbirth, or related medical conditions. Kansas City seeks to support the health and economic security of pregnant workers, and is committed to ensuring workers in Kansas City have access to safe and healthy workplaces free from discrimination.

Fiscal Impact

1. Is this legislation included in the adopted budget? ☐ Yes ☐ No
2. What is the funding source?
N/A
3. How does the legislation affect the current fiscal year?
This legislation does not have a fiscal impact.

4. Does the legislation have a fiscal impact in future fiscal years? Please notate the difference between one-time and recurring costs.
This legislation does not have a fiscal impact on future years.
5. Does the legislation generate revenue, leverage outside funding, or deliver a return on investment?
No

Office of Management and Budget Review

(OMB Staff will complete this section.)

1. This legislation is supported by the general fund. ☐ Yes ☐ No
2. This fund has a structural imbalance. ☐ Yes ☐ No
3. Account string has been verified/confirmed. ☐ Yes ☐ No

Additional Discussion (if needed)

This legislation does not have a fiscal impact.

Citywide Business Plan (CWBP) Impact

1. View the [FY23 Citywide Business Plan](#)
2. Which CWBP goal is most impacted by this legislation?
Finance and Governance
3. Which objectives are impacted by this legislation (select all that apply):
 - ☒ Ensure a responsive, representative, engaged, and transparent City government
 - ☒ Engage in workforce planning including employee recruitment, development, retention, and engagement
 - ☐

Prior Legislation

N/A

Service Level Impacts

A contract with the Greater Kansas City Sports Commission has the purpose of promoting neighborhoods and tourism

Other Impacts

1. What will be the potential health impacts to any affected groups?
N/A
2. How have those groups been engaged and involved in the development of this ordinance?
N/A
3. How does this legislation contribute to a sustainable Kansas City?
N/A
4. Does this legislation create or preserve new housing units?
No (Press tab after selecting)
5. Department staff certifies the submission of any application Affirmative Action Plans or Certificates of Compliance, Contractor Utilization Plans (CUPs), and Letters of Intent to Subcontract (LOIs) to CREO prior to, or simultaneously with, the legislation entry request in Legistar.

No - CREO's review is not applicable (Press tab after selecting)
6. Does this legislation seek to approve a contract resulting from an Invitation for Bid?
N/A
7. Does this legislation seek to approve a contract resulting from a Request for Proposal/Qualification (RFP/Q)?
No(Press tab after selecting)