



Louisville Metro Government

601 W. Jefferson Street
Louisville, KY 40202

Action Summary - Final Labor and Economic Development Committee

Chair Keisha Dorsey (D-3)
Vice Chair Anthony Piagentini (R-19)
Committee Member Donna Purvis (D-5)
Committee Member Pat Mulvihill (D-10)
Committee Member Markus Winkler (D-17)
Committee Member Stuart Benson (R-22)
Committee Member Amy Holton Stewart (D-25)

Tuesday, March 16, 2021

3:00 PM

Council Chambers/Virtual

Call to Order

Chair Person Dorsey called the meeting to order at 3:01 p.m.

Roll Call

Chair Person Dorsey introduced the committee members and non-committee members present. A quorum was established.

NOTE: All committee members and non-committee members attended the meeting virtually, except Vice Chair Piagentini and Council Member George, who attended in Chambers.

Present: 6 - Chair Keisha Dorsey (D-3), Committee Member Donna L. Purvis (D-5), Committee Member Pat Mulvihill (D-10), Vice Chair Anthony Piagentini (R-19), Committee Member Markus Winkler (D-17), and Committee Member Amy Holton Stewart (D-25)

Excused: 1 - Committee Member Stuart Benson (R-20)

Non-Committee Member(s)

Council Member Jessica Green (D-1), Council President David James (D-6), Council Member Cassie Chambers Armstrong (D-8), and Council Member Nicole George (D-21)

Support Staff

Natalie Johnson, Jefferson County Attorney's Office

Clerk(s)

Lisa Franklin Gray, Assistant Clerk
Sonya Harward, Clerk

Pending Legislation

1. [O-593-20](#)

AN ORDINANCE CREATING A NEW SECTION OF CHAPTER 35 OF THE LOUISVILLE METRO CODE OF ORDINANCES REQUIRING THE IMPLEMENTATION OF PAID FAMILY LEAVE. (AMENDMENT BY SUBSTITUTION)

Sponsors: Primary Keisha Dorsey (D-3), Primary Nicole George (D-21), Additional Jessica Green (D-1), Additional Cassie Chambers Armstrong (D-8) and Additional Amy Holton Stewart (D-25)

Attachments: [O-593-20 V.2 CABS 031621 Paid Parental Leave Ordinance.pdf](#)

[O-593-20 PROPOSED CABS 03.16.21 - Ordinance for Paid Parental Leave 12 Weeks Final 1.pdf](#)

[O-593-20 V.1 010421 Paid Parental Leave Ordinance.pdf](#)

[Fiscal Impact of Proposed Parental Leave Ordinance.pdf](#)

[Agreement to Complete 12-week work obligation for paid parental leave .pdf](#)

[From Previous File ID# O-512-20 V.2 120120 PARENTAL LEAVE.pdf](#)

[From Previous File ID# O-512-20 V.1 110520 PARENTAL LEAVE.pdf](#)

A motion was made by Vice Chair Piagentini, seconded by Committee Member Purvis, that this Ordinance be untabled.

The following spoke to this item:

- Chair Person Dorsey
- Council Member George
- Council Member Green
- Council Member Chambers Armstrong
- Committee Member Winkler
- Vice Chair Piagentini
- Committee Member Holton Stewart
- Natalie Johnson, Jefferson County Attorney's Office
- Ernestine Booth, Metro Human Resources

The following was discussed:

A motion was made by Chair Person Dorsey, seconded by Vice Chair Piagentini, that this Ordinance be amended by substitution as shown in the attached document "O-593-20 PROPOSED CABS 03.16.21 - Ordinance for Paid Parental Leave 12 Weeks Final 1.pdf."

- There were several questions regarding whether 12 weeks of paid leave mirrors the Federal guidelines.

A motion was made by Vice Chair Piagentini, seconded by Committee Member Winkler, that the proposed amendment by substitution be amended as follows:

- In section 7, page 4 (2nd to last sentence) strike "vacation" from the sentence leaving "holiday and short term disability."

- Add a sentence stating "employees will not accrue vacation time off during paid family leave," preceding the sentence stating "a employee may be eligible for this benefit..."
- There were several questions regarding whether current employees accrue sick and/or vacation time during paid family leave.
- There were several questions regarding employees continuing to earn accruals during paid family leave.
- There was a discussion regarding how Louisville Metro processes accruals. Current policies state that employees do not accrue sick time during paid leave, however, employees may accrue vacation time.
- There were several questions regarding whether the 12-week paid leave would begin at the onset of the leave or after an employee's accrued time has been exhausted.
- There was a discussion regarding the breakdown of various accrual times employees may receive such as sick, comp, vacation, floating holidays, and sick incentive.
- There were several questions regarding the maximum amount of time an employee may accrue during paid leave.
- The maximum amount of time an employee may accrue leave time is contingent upon the employee's tenure with Louisville Metro.
- There was a discussion regarding whether employees are required to exhaust all sick time before using other accrued time while on paid family leave.
- There was a discussion regarding whether employees may accrue paid leave time during a paid leave period, but do not accrue paid leave time while on a non-paid leave period such as Family Medical Leave.
- There was a discussion regarding whether this policy change for family leave would be a spin-down versus paid benefit.
- There was a discussion regarding all eligible candidates under the policy.

The motion to amend the proposed amendment by substitution failed by a voice vote.

- There was a discussion regarding making clear distinctions and definitions between kinship and foster care.

A motion was made by Chair Person Dorsey, seconded by Committee Member Mulvihill, that the proposed amendment by substitution be amended as follows:

- Remove "FOSTER CARE also means any temporary kinship placement resulting from a court order."
- Add the definition of Kinship Placement as follows: "KINSHIP PLACEMENT. Kinship placement means the temporary placement of a minor with a relative or fictive kin by a court order."
- In subsections 35.014(B)(2) and (3), after "foster care" add "or kinship placement."

The motion to amend the proposed amendment by substitution carried by a voice vote.

The motion to amend by substitution carried by the following vote:

Yes: 6 - Dorsey, Purvis, Mulvihill, Piagentini, Winkler, and Holton Stewart

Excused: 1 - Benson

There was discussion about a change from ‘PAID PARENTAL LEAVE’ to “PAID FAMILY LEAVE” that was already made in the title of the amendment by substitution.

The motion to recommend for approval carried by following vote and the amended Ordinance was sent to Old Business:

Yes: 6 - Dorsey, Purvis, Mulvihill, Piagentini, Winkler, and Holton Stewart

Excused: 1 - Benson

Adjournment

Without objection, Chair Person Dorsey adjourned the meeting at 3:54 p.m.

***NOTE: Items sent to the Consent Calendar or Old Business will be heard before the full Council at the Metro Council Meeting on March 25, 2021.**