



Louisville Metro Government

601 W. Jefferson Street
Louisville, KY 40202

Action Summary - Tentative 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, February 16, 2021

3:00 PM

Council Chambers

Call to Order

Chair Dorsey called the meeting to order at 3:00 p.m.

Roll Call

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

***NOTE: All committee members and non-committee members present attended virtually.**

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 Stuart Benson (R-20), and Committee Member Amy Holton Stewart (D-25)

Excused: 1 - Committee Member Markus Winkler (D-17)

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)

Sonya Harward, Clerk
Lisa Franklin-Gray, Assistant Clerk

Pending Legislation

1. [R-013-21](#)

A RESOLUTION PURSUANT TO THE CAPITAL AND OPERATING BUDGET ORDINANCES, APPROVING THE APPROPRIATION TO FUND THE FOLLOWING NONCOMPETITIVELY NEGOTIATED PROFESSIONAL SERVICE CONTRACT FOR LMPHW CONCERNING ALCOHOL AND DRUG COUNSELING SUPPORT AND SUPERVISION SERVICES - (HEIDI SOLARZ-KUTZ - \$31,500.00).

Attachments: [R-013-21 V.1 021121 PSC - SPONSORSHIP WITHDRAWN - LMPHW - Alcohol and Drug Counseling - Heidi Solarz-Kutz - \\$31,500.00.pdf](#)
[Non-Competitive Contract Request Form for R-013-21](#)

Sponsorship was withdrawn.

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

AN ORDINANCE CREATING A NEW SECTION OF CHAPTER 35 OF THE LOUISVILLE METRO CODE OF ORDINANCES REQUIRING THE IMPLEMENTATION OF PAID PARENTAL LEAVE.

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

Attachments: [O-593-20 V.1 010421 Paid Parental Leave Ordinance.pdf](#)
[Fiscal Impact of Proposed Parental Leave Ordinance.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](#)

This item was held.

Special Discussion

3. [ID 21-0190](#)

Special Discussion of Paid Parental Leave Ordinance (O-593-20) - Shannon Moody, Kentucky Youth Advocates; and Kameron Dawson, A Better Balance.

Attachments: [Presentation for 2-16-21 - KYA Parental Leave.pdf](#)

Kameron Dawson, A Better Balance, spoke about the following:

- A Better Balance is a non-profit advocacy organization that uses the power of the law to advance justice for workers
- A Better Balance has been working on crafting and implementing paid parental and medical leave policies in states and cities across the country
- Support of O-593-20
- Statistics related to how many people have access to paid parental leave, who does not have access to paid parental leave, and those who could most benefit from paid parental leave
- Paid parental leave benefits have been shown to increase employee retention

- Shifting work around among staff while an employee uses paid family leave so that others do not need to be hired and increase the budget of the department
- Positive impact on the health and wellness of children, individual family members, and families overall that were able to use paid parental leave

The following also spoke to this item:

- Chair Dorsey
- Council Member George
- Council Member Armstrong

The following was discussed:

- Council Members are supporting this for others who will benefit from it and not themselves
- Peer cities that have done a good job calculating cost over time and measuring it against savings from recruitment, retention, productivity, etc., and a request for follow-up information on the actual cost of the benefit compared to what was initially estimated
- Questions about shifting around workers to cover for those that are off on paid parental leave so new employees are not hired
- Questions about FMLA criteria as it relates to paid parental leave

Shannon Moody, Kentucky Youth Advocates, gave a presentation (see attached).

The following also spoke to this item:

- Chair Dorsey
- Ernestine Booth, Metro Human Resources
- Vice Chair Piagentini
- Council Member Green
- Council Member George
- Council Member Armstrong

The following was discussed:

- The number of birth events for Metro employees (118) and how many used FMLA in conjunction with those events (74)
- Categories of workers who used the FMLA and what departments they worked for
- Federal government provides this benefit, and local benefits being set up to match the federal government's policy
- Who's paying for this benefit -- tax payers paying for this benefit for government employees, unlike private companies who would pay for this benefit themselves
- Using paid parental leave concurrently with other leave time
- Questions regarding the age of the child being adopted in relation to the use of paid parental leave
- Whether there is a need for expanding paid parental leave for some situations, such as when kids are placed in temporary homes with the goal of reunifying them with their birth parents
- Questions regarding whether there are jurisdictions that include fictive kin and foster placements in relation to receiving paid parental leave
- Feasibility of a pay-back provision
- Problem with Ordinance regarding a gap, as this is designed for those giving

natural births or families who utilize private adoption, because most public adoptions occur in a way where there are initially foster care placements and a goal of reunification

- Whether there were any jurisdictions that considered paid parental leave and then did not implement it, and the possible detrimental impact on recruitment and retention

Adjournment

Without objection, Chair Dorsey adjourned the meeting at 4:02 p.m.