

# PAID PARENTAL LEAVE: *at a glance*

## BENEFITS FOR LOUISVILLE METRO

### *Competitive Advantages*

- Attracts young professionals to a compassionate, family-friendly city
- Aligns benefits provided by our peer cities (Nashville, Cincinnati, Columbus, Pittsburg, Greensboro, Charlotte, and Kansas City)

### *Business Operations*

- Promotes equity across the enterprise
- Increases employee retention and reduces turnover improving LMG's resiliency
- Improves workplace morale and increases productivity

## BENEFITS FOR FAMILIES

- Improves children's health, development, and educational success
- Improves women's physical and mental health
- Increases regular, and more equitable involvement by parents in child care and household labor
- Increases likelihood of children receiving well-baby checkups and vaccinations
- Increases initiation and duration of breastfeeding

## BENEFITS FOR THE ECONOMY

- Reduces the need for families to rely on public assistance
- Increases female labor force participation by making it easier for women to stay in the workforce after giving birth
- Reduces unemployment
- Boosts overall productivity

## FUNDING OPPORTUNITIES UTILIZED BY OTHER JURISDICTIONS

- Prioritizing paid parental leave in the budget
- Allowing employees to borrow against future sick/vacation time (PTO)
- Instituting a leave bank to which employees could donate
- Adding paid parental leave as an option under short term disability insurance
- Increasing taxes and/or fees