

RESOLUTION NO. RS2020- 172

A Resolution commending Tennessee Governor Bill Lee for Executive Order 11 regarding paid family leave, and calling for all areas of Metro Nashville government to implement paid family leave policies equal to or greater than the paid family leave outlined in the aforementioned executive order.

WHEREAS, Tennessee Gov. Bill Lee signed Executive Order 11 on Tuesday, January 7, 2020; and

WHEREAS, Executive Order 11 allows for more than 38,000 Tennessee state employees associated with departments with the state's executive branch to begin taking up to 12 weeks' paid time off for qualifying family and medical situations under the federal Family and Medical Leave Act, starting March 1, 2020; and

WHEREAS, Tennessee state lawmakers have indicated they will pass legislation in 2020 that will apply the provisions of Executive Order 11 to an additional 3,100 Tennessee state employees; and

WHEREAS, the Metro Nashville Civil Service Commission adopted a paid family leave plan in 2017 that allows up to 6 weeks' paid time off if they are full-time Metro government employees who have worked for Metro for at least six months, are new parents, or are caring for a seriously ill spouse, parent or child; and

WHEREAS, several areas of Metro government, most notably Metro Nashville Public Schools, do not have a paid family leave policy; and

WHEREAS, Nashville is home to several large employers who offer similar or more generous paid maternity and paternity leave; and

WHEREAS, Knoxville Mayor Indya Kincannon has indicated she will call for a paid family leave policy for Knoxville government employees similar to that of Executive Order 11; and

WHEREAS, it is in the interest of Metro government to ensure its employees are provided adequate paid family leave for the health and well-being of Metro employees and their family members, to reduce taxpayer costs of employee turnover and attrition, to create an attractive work environment for prospective employees, and to uplift Metro government employees as valued members of Nashville and Davidson County.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1. The Metropolitan Council hereby goes on record as calling for the expansion of Metro Nashville's current paid family leave policy from six weeks to at least 12 weeks, as outlined in Executive Order 11; and further goes on record as calling for all areas of Metro Nashville government, including Metro Nashville Public Schools, to implement a paid family leave policy equal to or greater than the policy outlined in Executive Order 11.

Section 2. This Resolution shall take effect from and after its adoption, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

INTRODUCED BY:

Colby Sledge
Member of Council

Electronic Signature Page

(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

A handwritten signature in black ink, appearing to read "Colby Sledge". The signature is written in a cursive style with a horizontal line at the end.

Colby Sledge
Councilman, District 17

Electronic Signature Page

(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

A handwritten signature in black ink, appearing to read "Nancy VanReece". The signature is fluid and cursive, with the first name being the most prominent.

Nancy VanReece
Councilwoman, District 8

Electronic Signature Page

(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

A handwritten signature in black ink, appearing to be 'SP', with a long horizontal line extending to the right.

Sean Parker
Council Member, District 5

Electronic Signature Page

(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

Kathleen D Murphy

Kathleen Murphy
Councilmember, District 24

Electronic Signature Page

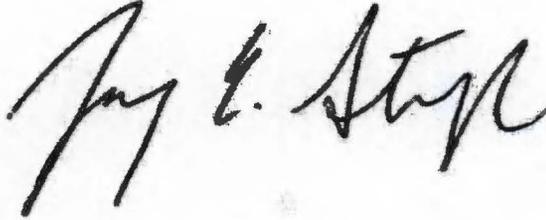
(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

Brett A. Withers

Brett Withers
Councilmember, District 6

Electronic Signature Page

(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

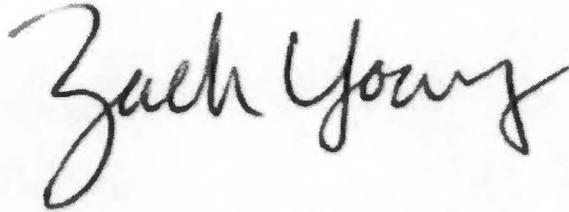
A handwritten signature in black ink, appearing to read "Joy L. Styles". The signature is written in a cursive, flowing style with a large initial "J" and "S".

Joy Styles

Council Member, District 32

Electronic Signature Page

(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

A handwritten signature in black ink that reads "Zach Young". The signature is written in a cursive, flowing style.

Zach Young
Council Member, District 10

Electronic Signature Page

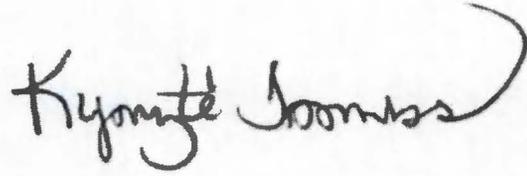
(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

A handwritten signature in black ink, reading "Gloria Hausser". The signature is written in a cursive style with a large initial "G".

Gloria Hausser
Council Member, District 22

Electronic Signature Page

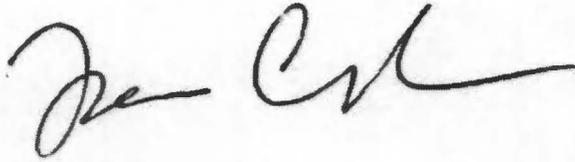
(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

A handwritten signature in black ink that reads "Kyonzté Toombs". The signature is written in a cursive style with a large, sweeping flourish at the end.

Kyonzté Toombs
Council Member, District 2

Electronic Signature Page

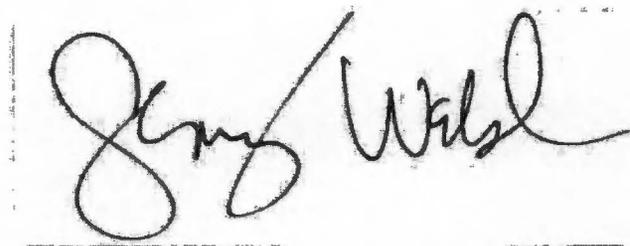
(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

A handwritten signature in black ink, appearing to read "Tom Cash". The signature is fluid and cursive, with a long horizontal stroke at the end.

Tom Cash
Council Member, District 18

Electronic Signature Page

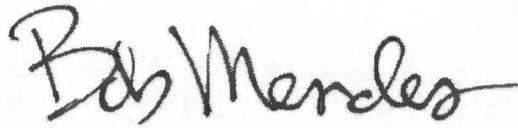
(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

A handwritten signature in black ink, appearing to read "Ginny Welsch". The signature is written in a cursive style. It is positioned above a horizontal dashed line.

Ginny Welsch
Council Member, District 16

Electronic Signature Page

(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

A handwritten signature in black ink that reads "Bob Mendes". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Bob Mendes
Councilmember At-Large

Electronic Signature Page

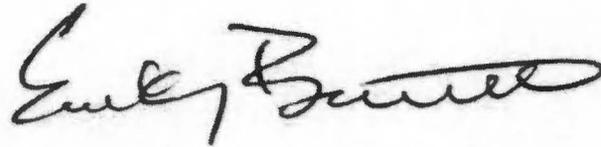
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Russ Bradford

Russ Bradford
Council Member, District 13

Electronic Signature Page

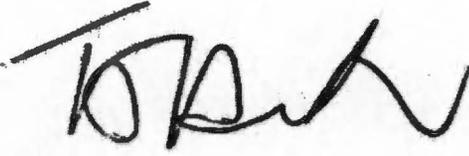
(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

A handwritten signature in black ink, appearing to read "Emily Benedict". The signature is written in a cursive style with a large initial "E" and a long, sweeping underline.

Emily Benedict
Council Member, District 7

Electronic Signature Page

(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

A handwritten signature in black ink, appearing to read 'Tonya Hancock', written in a cursive style.

Tonya Hancock
Council Member, District 9

Electronic Signature Page

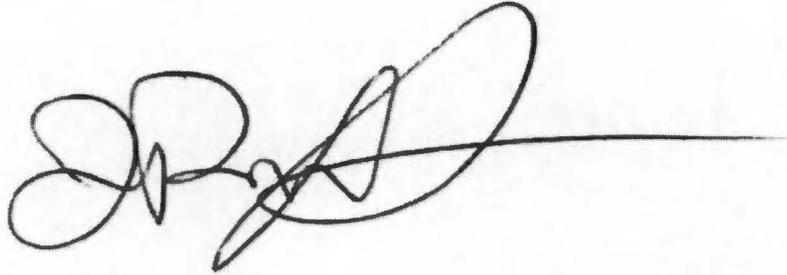
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Sharon W. Hurt

Sharon Hurt
Council Member, At-Large

Electronic Signature Page

(Attach to Legislation Pursuant to Rule 8 of the Council Rules of Procedure)

A handwritten signature in black ink, appearing to be 'John Rutherford', with a long horizontal line extending to the right.

John Rutherford
Council Member, District 31

Nancy VanReece

Sean Parker

Brett Withers

Kathleen Murphy

Zach Young

Joy Styles

Kyonzté Toombs

Gloria Hausser

Ginny Welsch

Tom Cash

Russ Bradford

Bob Mendes

Tonya Hancock

Emily Benedict

John Rutherford

Sharon W. Hurt

Members of Council

Members of Council