

WORKER BILL OF RIGHTS

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\$15 Minimum Wage for All Louisville Workers

Ensuring Fair Wages and Worker Protections Across Louisville

THE PROBLEM

Louisville workers face significant economic challenges:

- Current minimum wage (\$7.25 federal) leaves full-time workers below poverty line
- Cost of living in Louisville has increased while wages remain stagnant
- Working families struggle to afford housing, childcare, and basic necessities
- Economic inequality undermines community stability
- Businesses face high turnover due to low wages

Current Reality: A full-time worker at \$7.25/hour earns only \$15,080 annually – well below the federal poverty level for a family.

Our Solution: Worker Bill of Rights establishing \$15 minimum wage and core worker protections.

Impact: Economic security for thousands of Louisville workers and their families.

WHAT THE WORKER BILL OF RIGHTS GUARANTEES

Core Provisions:

- ✓ **\$15 Minimum Wage** – Phased implementation to give businesses time to adjust

- ✓ **Predictable Scheduling** – Advance notice of work schedules
 - ✓ **Paid Sick Leave** – Earned sick time for all workers
 - ✓ **Anti-Wage Theft Protections** – Enforcement mechanisms to ensure workers are paid fully
 - ✓ **Safe Working Conditions** – Enhanced workplace safety standards
 - ✓ **Non-Discrimination** – Equal treatment regardless of background
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IMPLEMENTATION TIMELINE

Year 1: \$12/hour minimum wage

Year 2: \$13.50/hour minimum wage

Year 3: \$15/hour minimum wage

Year 4+: Annual adjustments tied to cost of living

This phased approach allows businesses to plan and adjust while steadily improving worker wages.

ECONOMIC IMPACT

For Workers:

- Full-time at \$15/hour = \$31,200 annually (vs. \$15,080 at current minimum)
- Over \$16,000 additional annual income for minimum wage workers
- Reduced reliance on public assistance programs
- Greater economic stability for families

For Businesses:

- Reduced employee turnover (saving recruitment and training costs)
- Increased worker productivity and morale
- More consumer spending in local economy
- Competitive advantage in attracting quality employees

For Louisville:

- Stronger local economy through increased spending power
- Reduced poverty rates
- Healthier, more stable neighborhoods
- Enhanced community pride and civic engagement

SUPPORTING EVIDENCE

Cities that have implemented higher minimum wages have seen:

- **Reduced poverty rates** without significant job losses
 - **Increased consumer spending** that benefits local businesses
 - **Lower turnover costs** for employers
 - **Improved public health outcomes** as workers can afford healthcare
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FREQUENTLY ASKED QUESTIONS

Q: Will this hurt small businesses?

A: The phased implementation gives businesses time to adjust. Studies show increased wages often lead to higher productivity and lower turnover, offsetting costs. Additionally, workers with higher wages spend more locally, benefiting small businesses.

Q: How does this relate to the Metro Employee Compensation Plan?

A: The Worker Bill of Rights applies to ALL Louisville workers (private sector, contractors, etc.), while the Metro Employee Compensation Plan specifically addresses Louisville Metro Government employees. Both are part of our commitment to fair wages.

Q: What about jobs that pay tips?

A: The policy includes provisions for tipped workers to ensure their total compensation meets the minimum wage standard.

IMPLEMENTATION COSTS

Component	Annual Cost
Metro contractor wage floor enforcement	\$2.5M/year
Worker protection office staffing	\$1.5M/year
TOTAL	\$4M/year

Funding: Metro general fund reallocation (\$2.5M) and recovered wage theft penalties (\$1.5M).

IMPLEMENTATION TIMELINE

Year 1 (2027): Establish Worker Protection Office within Metro government. Begin enforcement of contractor wage floor requirements for all Metro contracts and vendors. Implement \$12/hour minimum wage phase-in.

Year 2 (2028): Expand enforcement capacity. Launch earned sick leave tracking and compliance system. Phase to \$13.50/hour minimum wage. Begin anti-wage theft investigations.

Year 3-4 (2029-2030): Full \$15/hour minimum wage in effect. Worker Protection Office at full capacity handling complaints, investigations, and enforcement. Annual cost-of-living adjustments begin.

EVIDENCE BASE

Research consistently demonstrates that robust worker protections strengthen local economies:

- **Wage growth:** Cities with contractor living wage standards see 12-18% wage growth for affected workers within 3 years, with minimal impact on contract costs (Economic Policy Institute, 2023).
- **Reduced turnover:** Earned sick leave mandates reduce employee turnover by 25-30%, saving employers an average of \$4,000 per retained worker annually in recruitment and training costs.
- **Economic multiplier:** Every \$1 increase in wages for low-income workers generates \$1.21 in local economic activity, as these workers spend nearly all additional income within their communities.

Note on State Law: Kentucky law currently preempts local minimum wage ordinances. Dave's administration will implement living wage requirements for all Metro government contracts and vendors immediately—covering approximately 12,000 workers—while coordinating with state legislators to advocate for local control authority.

OUR COMMITMENT

The Worker Bill of Rights reflects our core belief: **If you work full-time in Louisville, you should be able to afford to live in Louisville.**

This isn't just about wages – it's about dignity, fairness, and building a Louisville where every worker can thrive.

Version 1.0 | November 2025

What This Means for YOUR Neighborhood

Every Louisville neighborhood is unique. Enter your ZIP code to see how this policy directly impacts your community:

Find Your Mini Substation

Enter your ZIP code to see when your neighborhood will receive a community police substation.

Find My Substation

63 ZIP code areas across Louisville will receive mini substations over 4 years.

Part of Dave Biggers' comprehensive public safety plan.

See the Budget Impact

Explore how this policy fits into Dave's comprehensive \$1.2 billion budget plan:

How Does Dave's Budget Affect You?

See your personalized impact - zero tax increase, real benefits

☐ Household Income \$50,000

☐☐☐☐ Children in JCPS 0

☐ Your ZIP Code

Your Personal Impact

How we calculate: Benefits based on average family savings from wellness center access (\$800/year), youth program value (after-school + summer jobs), and your specific mini substation timeline. All benefits come from the same \$1.2B budget - zero tax increase.

Share your results with friends and family:

☐ Share My Results

Compare This Policy

See how Dave's approach differs from current administration policies:

Policy Comparison: Real Change vs. Status Quo

See the clear differences between Dave Biggers' transformative vision for Louisville and the current mayor's approach. The choice is yours.

☐ Share This Comparison ☐ Print Comparison

☐ Public Safety ☐ Wellness ☐ Youth ☐ Economy ☐ Housing ☐ Transparency

☐

Public Safety & Policing

Current Mayor

Traditional policing model

Approach

- Centralized police response
- Reactive approach to crime
- Limited community engagement
- Focus on patrol units

Timeline Ongoing

Budget Status quo funding

Impact Response times: 15-20 minutes average

Dave Biggers

Community-based mini substations

Approach

- 63 mini substations across Louisville (4-year deployment)
- Officers living and working in communities they serve
- Preventative community policing model
- Year 1: 12 substations in highest-need areas

Timeline Year 1-4 phased rollout

Budget Revenue-neutral through property tax restructuring

Impact Response times: 3-5 minutes (neighborhood-based)

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Mental Health & Wellness

Current Mayor

Limited wellness infrastructure

Approach

- Reliance on existing healthcare facilities
- No dedicated community wellness centers
- Fragmented mental health services
- Emergency-room dependent model

Timeline No expansion planned
Budget Minimal dedicated funding
Impact Long wait times, limited access in underserved areas

Dave Biggers

Regional wellness centers network

Approach

- 18 wellness centers across 6 regions
- Mental health counseling, addiction support
- Youth programs, family services
- 3 centers per region for accessibility

Timeline Year 1-4 phased rollout
Budget Integrated with public safety restructuring
Impact Accessible care within every neighborhood, preventative focus
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Youth Development

Current Mayor

Standard recreation programs

Approach

- Traditional rec centers
- Limited after-school programming
- Seasonal sports leagues
- Minimal job training for youth

Timeline Status quo
Budget Existing recreation budget
Impact Serves fraction of Louisville youth

Dave Biggers

Comprehensive youth investment

Approach

- After-school programs at all substations
- Job training and mentorship

- Arts, sports, and STEM programs
- Youth advisory councils
- Summer employment pathways

Timeline Immediate implementation with substation rollout

Budget \$1,200 value per child annually

Impact Accessible programs in every neighborhood

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Economic Development

Current Mayor

Corporate incentives focus

Approach

- Tax breaks for large corporations
- Downtown-centric development
- Limited support for small business
- Gentrification without displacement protection

Timeline Ongoing

Budget Millions in corporate subsidies

Impact Benefits concentrated in select areas

Dave Biggers

Community wealth building

Approach

- Small business incubators at substations
- Local hiring requirements for city contracts
- Neighborhood-based economic zones
- Affordable housing protection
- Living wage standards

Timeline Immediate policy changes, 4-year infrastructure build

Budget Redirected from corporate subsidies

Impact Jobs and wealth stay in neighborhoods

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Housing & Affordability

Current Mayor

Market-driven housing

Approach

- Minimal affordable housing requirements
- Limited tenant protections
- Rising rents in many neighborhoods
- Displacement from development

Timeline No comprehensive plan

Budget Minimal housing trust fund

Impact Affordability crisis worsening

Dave Biggers

Housing as a human right

Approach

- Expanded affordable housing trust fund
- Strong tenant protections
- Community land trusts
- Rent stabilization measures
- Anti-displacement policies for existing residents

Timeline Immediate policy changes

Budget Increased trust fund through property tax reform

Impact Protects residents, prevents displacement

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Government Transparency

Current Mayor

Standard reporting

Approach

- Annual budget reports
- Limited real-time data
- Reactive public engagement

- Closed-door development deals

Timeline Status quo

Budget Minimal transparency infrastructure

Impact Limited public accountability

Dave Biggers

Radical transparency

Approach

- Real-time budget dashboard
- Public data portal for all city metrics
- Community advisory boards with veto power
- Open contracting process
- Regular town halls in all neighborhoods

Timeline Immediate implementation

Budget Low-cost digital infrastructure

Impact Citizens empowered with information and decision-making power

The Choice is Clear

Louisville deserves transformative change, not more of the same. Join us in building a city that works for everyone.

[Join the Campaign Read Full Policy Platform](#)

□ What Louisville Residents Say

□ Community Endorsements

Share This Policy

Help spread the word about Dave's vision for Louisville:

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Make Your Voice Heard

Register to Vote

Register to Vote

Make your voice heard! Register to vote and participate in our democracy.



[Register to Vote](#) ✓ [Check Registration](#)

Important Deadlines

- **Registration Deadline:** Typically 30 days before election day
- **Early Voting:** Check your state's early voting schedule
- **Absentee Ballot:** Request absentee ballots early
- **Election Day:** Polls typically open 6 AM - 6 PM

Note: Deadlines vary by state. Check your local election office for specific dates.

Find Your Polling Place

Find Your Polling Location

Enter your address to find your polling place and get directions.

Your Address City State ZIP Code [Find My Polling Place](#)

You can also call **1-866-OUR-VOTE (1-866-687-8683)** for assistance finding your polling location.

Stay Updated on This Policy

Get notified when this policy is updated or when Dave speaks about this issue in YOUR neighborhood.

* indicates a required field

Email Signup Information

Fax Number (Leave blank) Name * Email * We'll send you updates about the campaignZip Code 5-digit zip code (optional)

☐ I'm interested in volunteering! We'll send you information about volunteer opportunities

[Sign Up](#)

Have Ideas to Improve This Policy?

This is YOUR city. If you have suggestions for how we can make this policy better for Louisville, please share them. Every idea is reviewed.

Suggest an Improvement for Louisville

Have an idea for improving Louisville? Share your policy suggestion below. Your voice matters in shaping our city's future.

Policy Title *

Description *

0/2000 characters

Category

Your Name *

Your Email *

ZIP Code (Optional)

☐ I agree that my suggestion may be reviewed and potentially incorporated into campaign policy. My email will only be used to notify me about the status of my suggestion.

[Submit Suggestion](#)

NOT ME, WE.

Together, we make Louisville better for everyone.