

**From:** Sheneika Smith <sheneikasmith@avlcouncil.com>  
**Sent:** 10/22/2019 5:00:45 PM  
**To:** Esther Manheimer  
**Cc:**  
**Subject:** Re: FW: Can we meet about Paid Family Leave?  
**Attachments:** [~WRD000.jpg](#), [~WRD000.jpg](#)

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Okay. Is she aware that this will be a part of the compensation study expected to be complete April 2020?Â

On Tue, Oct 22, 2019, 5:38 PM <[esthermanheimer@avlcouncil.com](mailto:esthermanheimer@avlcouncil.com)> wrote:

FYI

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**From:** Jaime Matthews <[jmatthews@ashevillenc.gov](mailto:jmatthews@ashevillenc.gov)>  
**Sent:** Tuesday, October 22, 2019 2:52 PM  
**To:** Esther Manheimer <[esthermanheimer@avlcouncil.com](mailto:esthermanheimer@avlcouncil.com)>  
**Subject:** Fwd: Can we meet about Paid Family Leave?

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This was sent to Vicki.Â Peggy is set to meet with her on Tuesday, October 29 at 4:00.Â I have invited Barbara to the meetingÂ too, just waiting for confirmation.Â

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Hi Vicki,

Thank you for this information and my apologies, I have been meaning to give you a call.Â In the last budget the city approved a comprehensive Classification and Compensation Study.Â A review of City Employee Benefits will be included in this study, that is set to begin this year.Â Paid Family Leave will be included in the scope for review.Â Â

Peggy Rowe and other city staff would be happy to meet and discuss the scope of the study and what the current system allows with regard to leave.Â If you would like to set that up, I am happy to help.Â

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Thank you,  
Jaime

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----- Forwarded message -----

From: **Jaime Matthews** <[jmatthews@ashevillenc.gov](mailto:jmatthews@ashevillenc.gov)>  
Date: Thu, Oct 17, 2019 at 8:58 AM  
Subject: Re: Can we meet about Paid Family Leave?  
To: Vicki Meath <[vicki@justeconomicswnc.org](mailto:vicki@justeconomicswnc.org)>, Peggy Rowe <[prowe@ashevillenc.gov](mailto:prowe@ashevillenc.gov)>  
Cc: Esther Manheimer <[esthermanheimer@avlouncil.com](mailto:esthermanheimer@avlouncil.com)>, Debra Campbell <[dcampbell@ashevillenc.gov](mailto:dcampbell@ashevillenc.gov)>

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Hi Vicki,

Thank you for this information and my apologies, I have been meaning to give you a call.Â In the last budget the city approved a comprehensive Classification and Compensation Study.Â A review of City Employee Benefits will be included in this study, that is set to begin this year.Â Paid Family Leave will be included in the scope for review.Â Â

Peggy Rowe and other city staff would be happy to meet and discuss the scope of the study and what the current system allows with regard to leave.Â If you would like to set that up, I am happy to help.Â

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Thank you,  
Jaime

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On Wed, Oct 16, 2019 at 10:53 AM Vicki Meath <[vicki@justeconomicswnc.org](mailto:vicki@justeconomicswnc.org)> wrote:

I am just following back up on this.Â Can we go back to the drawing board on a time to meet?Â There is not a time sensitive need to meet quickly but we would like to talk about this with you.

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I spoke with Jaime and answered a few questions.Â We did speak with staff about this a couple years ago.Â We are bringing this issue back up in partnership with Children First CIS and Buncombe County Partnership for Children because we have heard from some City employees about their struggles piecing together paid time off and sick time after having a child.Â As part of a statewide coalition working to advance this issue across the state, we have learned a lot from our colleagues at Moms Rising about how other communities have found no to negligible impacts on their budgets but positive results in being a choice employer in their community.

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Greg, from Children First CIS, is sending a formal invitation to Council for a free film screening and discussion on October 29<sup>th</sup> of the film Zero Weeks (see the graphic attached).Â My colleague from Moms Rising, Tina Sherman, will be in town and is a wealth of knowledge on this issue and has received feedback from communities across the state about this.Â I would love for you to meet her if at all possible.

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Thanks so much for your interest in meeting with us,

Vicki Meath

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**From:** Esther Manheimer [mailto:[esthermanheimer@avlouncil.com](mailto:esthermanheimer@avlouncil.com)]

**Sent:** Tuesday, October 8, 2019 12:35 PM

**To:** Debra Campbell <[dcampbell@ashevillenc.gov](mailto:dcampbell@ashevillenc.gov)>; Jaime Matthews <[JMatthews@ashevillenc.gov](mailto:JMatthews@ashevillenc.gov)>; Vicki Meath <[vicki@justeconomicswnc.org](mailto:vicki@justeconomicswnc.org)>

**Subject:** Re: Can we meet about Paid Family Leave?

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I would be glad to meet. Jaime can help us get something set up.

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On Mon, Oct 7, 2019 at 4:33 PM Vicki Meath <[vicki@justeconomicswnc.org](mailto:vicki@justeconomicswnc.org)> wrote:

Hello Esther,

I am reaching out on behalf of a small group of people that includes a City employee and representatives from Just Economics, Moms Rising, and Buncombe County Partnership for Children.Â We would like to meet to talk about the possibility of implementing a paid family leave policy at the City.Â Several cities and counties across the state have done this, Wilmington being the latest City, with little to no/negligible impact on the budget and a large impact on staff morale and longevity.

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The best week to meet would be the week of October 14<sup>th</sup> (though we can go back to the drawing board if need be regarding dates and times).Â Some available times to meet to get the best input from the group are as follows:

10/14:Â Between 3:30-5:30

10/15: 4pm

10/16 3:30-6:30

10/17 3:30-6:30

Would any of those times work for you?

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We are also working with this same small group to promote a public screening of the film Zero Weeks on the evening of October 29<sup>th</sup> at the Unitarian Universalist Congregation of Asheville.Â We invite you to attend the screening.

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Thank You,

Vicki Meath

Executive Director

Just Economics

PO Box 2396

Asheville, NC 28802

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(O) (828) 505-7466Â (cell) 828-301-7291

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**Esther Manheimer**

**Mayor, City of Asheville**

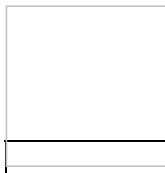
**P.O. Box 7148**

**Asheville, NC 28802**

**Cell 828.231.8016**

**[esthermanheimer@avlcouncil.com](mailto:esthermanheimer@avlcouncil.com)**

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**Jaime Matthews**

**Assistant to the City Manager**

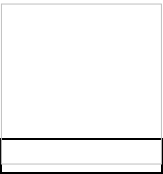
City of Asheville

**Email:**Â [jmatthews@ashevillenc.gov](mailto:jmatthews@ashevillenc.gov)

**Office:**Â 828-232-4541

**Cell:** 828-713-3090

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**Jaime Matthews**  
**Assistant to the City Manager**  
City of Asheville  
**Email:**Â [jmatthews@ashevillenc.gov](mailto:jmatthews@ashevillenc.gov)  
**Office:**Â 828-232-4541  
**Cell:** 828-713-3090

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