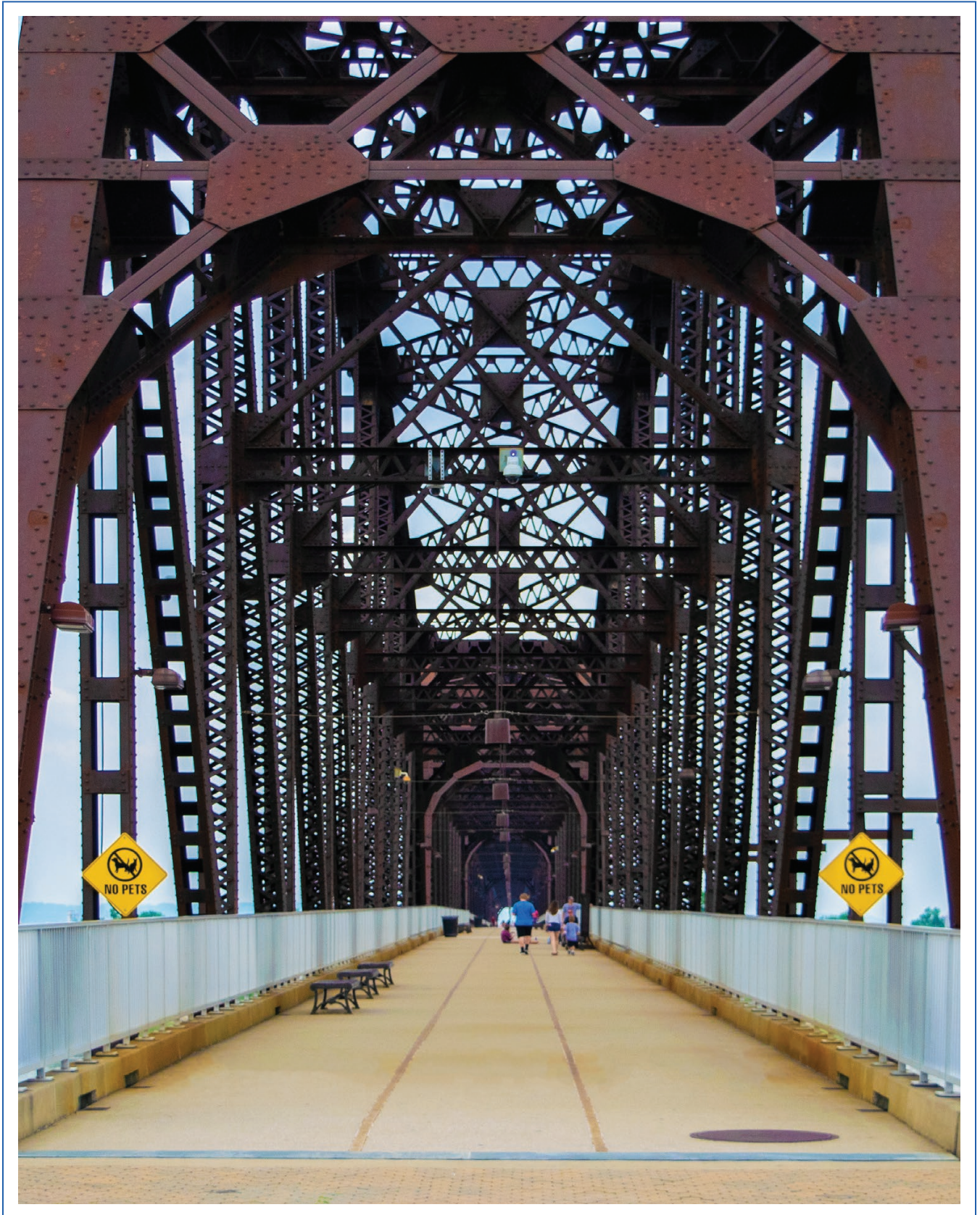




State Agenda

2022



State Legislative Policies | At a glance

Bi-State

- Establish economic development incentive reciprocity with Indiana
 - Support infrastructure and land development in Southern Indiana through READI
 - Ease licensing rules across state lines
 - Pass stronger pregnant workers protections in Indiana
 - Fund regional public transportation
 - Expand access to regional broadband
 - Continue funding Regional Economic Acceleration and Development Initiative
 - Support tuition reciprocity in Kentucky and Indiana
-

Business Competitiveness

- Extend employer COVID-19 liability protections
 - Ensure workplace and employer protections for drug-free workplaces
 - Strengthen effective economic development incentive programs to increase Kentucky's competitiveness
 - Reform distiller's taxes
 - Streamline Kentucky labor laws to align with federal standards
 - Support pro-growth land development policies
 - Reduce public pension costs
 - Expand funding for programs that support small businesses and entrepreneurs
 - Authorize sports wagering
 - Modernize Kentucky's tax code
 - Support tourism, hospitality, and the arts
 - Modernize Kentucky's unemployment insurance system
-

Education & Workforce

- Attract and retain skilled workforce through relocation and student loan incentives
- Enact meaningful criminal justice reform
- Support educational choice
- Fund full-day kindergarten
- Increase funding for K-12 and higher education
- Address acute educator staff shortage
- Fund substance use disorder treatment and recovery programs
- Maintain a diverse and inclusive workforce by opposing harmful legislation that could be perceived as discriminatory or unwelcoming
- Maintain local control for school districts, colleges, and universities
- Encourage second-chance hiring
- Stabilize the child care sector
- Remove barriers to workforce participation and educational and training opportunities
- Fund workforce development programs

Energy & Environment

- Ensure energy affordability
 - Attract and retain regulatory professionals
 - Fund brownfield remediation programs
 - Allow for compliance flexibility during times of emergency
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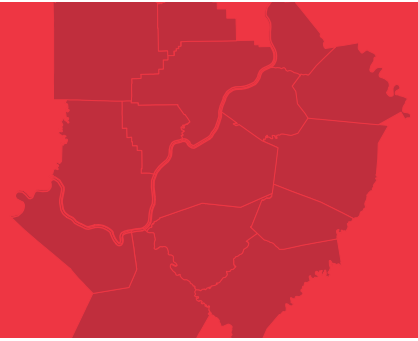
Health care

- Improve the health of Kentucky's workforce
 - Maintain certificate of need
 - Support development of healthcare workforce
 - Enact reforms to Medicaid system
 - Ensure employer rights to workplace health and safety issues within their businesses
 - Reform legal liability climate
-

Transportation & Infrastructure

- Increase investment in mobility
- Invest in water and sewer infrastructure
- Increase infrastructure funding and modernize Kentucky's road aid formula
- Develop multi-modal fund for investment in public transportation, aviation, ports, and freight
- Facilitate growth of telecommunications infrastructure through incentives and streamlining regulatory processes

Bi-State



Reciprocity and regional coordination are key for the long-term success of the bi-state Greater Louisville region. GLI's advocacy and work with regional partners on both sides of the river has led to economic development successes and we appreciate lawmakers in Indianapolis and Frankfort that recognize the importance of regionalism.

- Lourdes Baez, Bi-State Committee Chair

Bi-State Tax Incentives

Kentucky and Indiana should finalize a framework allowing companies whose workforces reside in both states to take full advantage of existing economic development incentives. A business based in Kentucky should receive credit for creating a job even if the employee lives in Southern Indiana, and vice versa. Incentive reciprocity would support regional economic development efforts and more effectively promote regionalism in Greater Louisville. In addition, for large-scale, high-impact economic development opportunities, GLI encourages Indiana and Kentucky to coordinate on incentive packages to help optimize the region's ability to attract new businesses and support major business expansions.

Planning for Future Growth & Investment

With new businesses starting, expanding, and relocating to Southern Indiana alongside a rapidly increasing population, Southern Indiana is ripe for significant growth in the coming years. GLI encourages the Indiana General Assembly to strategically plan for the region's future by encouraging land development and redevelopment and adequately funding infrastructure projects. To further prepare for future growth and economic development, Indiana must increase its investment in public transportation in Southern Indiana to preserve and expand routes and ensure the efficient movement of workers, tourists, students, and customers.

Professional Licensing and Credentialing

Indiana and Kentucky should work proactively to remove barriers to work and regionalism by allowing licensed or credentialed professionals to work on either side of the Ohio River without the burden of seeking additional licenses or certifications or requiring them or their employers to pay additional fees. Both states should ensure that their licensing and credentialing processes do not prevent regional employers from finding the talent they need to grow their businesses.

Pregnant Workers Legislation

The more comparable Kentucky and Indiana labor and employment laws are, the easier compliance and operations will be for bi-state businesses in the Greater Louisville region. With Kentucky's recent passage of The Pregnant Workers Act, GLI encourages Indiana to adopt similar legislation supporting female participation in the workforce and providing important legal clarity and guidance for employers. While Indiana lawmakers enacted modest improvements in their most recent session, stronger protections are necessary to ensure clarity for employers.

Quality of Place & Connectivity

The parks and pedestrian and cycling pathways along the waterfronts of Louisville and Southern Indiana make Greater Louisville more competitive in attracting and retaining talent and improve quality of life. Policymakers in Kentucky and Indiana should strategically invest in key quality of place projects such as the Ohio River Greenway and Waterfront Park and fully leverage the unique asset of the Falls of the Ohio State Park to attract national and international attention and programming to our region. Lawmakers should support increased connectivity between Louisville and Southern Indiana through initiatives such as connecting Portland and New Albany with a second regional pedestrian bridge.

Regional Broadband Access

Beyond physical connections, broadband access across Southern Indiana and Greater Louisville is critical for further economic development and connectivity. Indiana should modernize regulations allowing for the addition of fiber cable to current telecommunications infrastructure on private property.

Southern Indiana Regional Development Authority

GLI supports efforts to attract and retain talent in Southern Indiana through the Regional Economic Acceleration and Development Initiative (READI) and the formation of the Our Southern Indiana Regional Development Authority. This multi-county partnership will allow the Greater Louisville region to leverage competitive state grant funding for economic development and quality-of-place projects. The Indiana General Assembly should continue to dedicate funding to this important initiative.

Tuition Reciprocity

Tuition reciprocity between Kentucky and Indiana increases access and choice for students pursuing higher education and further helps to remove barriers to regionalism in Greater Louisville. Lawmakers in both states should actively work to support the timely renewal of Kentucky and Indiana's tuition reciprocity agreement and the participation of regional institutions.

Business Competitiveness



Greater Louisville is making a strong economic recovery thanks to GLI's advocacy for protections and supports for businesses during the pandemic. This year's priorities focus on further positioning our region for growth through tax reform that would make our region more competitive with surrounding states and peer cities and create greater opportunities for economic development and investment.

– **Jim Dahlem**, Business Competitiveness
Committee Chair

COVID-19 Liability Protections for Employers

We applaud lawmakers for the passage of SB 5 in the most recent legislative session which provided protections to Kentucky businesses concerned about the threat of unwarranted litigation related to COVID-19. As employers continue to struggle with the ongoing COVID-19 pandemic, lawmakers must act to extend liability protections for employers to ensure the economic recovery of the Commonwealth.

Drug-Free Workplaces

As the General Assembly continues to explore proposals to legalize medical marijuana, it is imperative that lawmakers also establish workplace and employer protections. Any legislation legalizing medical marijuana in Kentucky must also protect the ability of employers to continue operating zero tolerance, drug-free workplaces as they see fit and guarantee liability protections for employers from alleged workplace safety violations related to an employee's use of medical marijuana. Workers terminated for violating an employer's drug-free workplace standards should not be eligible to receive unemployment benefits. Workers injured on the job because of being under the influence of marijuana should not be eligible for workers' compensation benefits, regardless of whether a physician recommended marijuana.

Economic Development

Growing the region's economy through business attraction and expansion efforts is one of GLI's foremost priorities. Business expansions and new employers in Greater Louisville create jobs and provide opportunities for all. Targeted economic development incentives offered by the state play a key role in helping businesses get off the ground, expand operations, and locate new facilities and headquarters in Greater Louisville. In 2022, the General Assembly must continue to support successful and effective economic development incentive packages and explore ways to increase Kentucky's competitiveness in creating jobs. This should include strengthening Kentucky's Qualified Research Facility Tax Credit to help position Greater Louisville as a center for innovation and ideation, as well as amending incentives for businesses which are not capital intensive, but which create high paying wages. Economic Development incentive packages that attract businesses in the technology industry to establish or relocate in Kentucky should be a priority.

Kentucky Labor and Employment Laws and Regulations

To streamline compliance for businesses and reduce unwarranted lawsuits, GLI supports increased alignment of Kentucky labor and employment rules with federal standards and opposes legislative or regulatory efforts that would make Kentucky an outlier in this area. Increased alignment should include, for example, incorporation of federal overtime exemptions, adoption of federal periods of limitations for wage and hour and equal employment opportunity claims,

caps on damages for alleged emotional harms, assigning liability in accordance with federal law in retaliation claims, and following federal thresholds for applying Kentucky labor and employment laws to small businesses.

GLI recognizes efforts in the General Assembly to clarify issues related to employee classification and misclassification in the construction industry. Legislation to address worker classification and misclassification in Kentucky should protect independent contractor relationships and ensure competitive parity for all businesses in the construction industry. Legislation on this issue must not result in overregulating impacted industries, negatively impacting economic development, or exacerbating workforce challenges.

Kentucky Bourbon

The General Assembly must work to protect and grow Kentucky's homegrown Bourbon industry. The Greater Louisville region has benefitted more than anywhere else in the state by the global success of Kentucky Bourbon. To continue and build on Bourbon's momentum, the General Assembly should seek to lower distilling's tax burden from its number one rank as the state's highest taxed industry.

Kentucky remains the only place in the world that taxes aging barrels of spirits each and every year. This discriminatory barrel tax puts Kentucky at a competitive disadvantage with other cities and states to attract distilleries, jobs, and vital economic investment. GLI supports making the bourbon barrel tax credit refundable or eliminating altogether while keeping local communities whole, so distillers can reinvest in the local operations and communities.

GLI also supports streamlining alcohol taxes on canned cocktails by taxing alcohol by volume (ABV) and designating a portion of alcohol tax collections for educational and responsibility initiatives.

To grow capital investment and tourism along Louisville's Whiskey Row and in the Greater Louisville region, GLI supports expanding popular private barrel selection programs and establishing a sound regulatory process that offers flexibility in these sales at distillery gift shops and direct-to-consumer shipments. In addition, GLI supports parity with wineries and brewers by giving distillers the ability to sell unique bottles at their gift shops; expanding distiller participation and sales at fairs, festivals, and farmer's markets; and operating satellite tasting rooms with retail privileges.



Land Development and Redevelopment

Land development and redevelopment strongly supports economic growth, job creation, housing affordability, improved quality of life, and urban density. While many decisions regarding land development and redevelopment policy are made locally, the General Assembly can and should play a positive role in promoting pro-growth land-use policies.

This includes:

- Continue strong support for Kentucky's appeal bond law to deter lengthy appeals processes aimed at derailing projects supported by the community.
- Enacting a state workforce housing credit to make affordable housing projects more financially feasible for the private sector.
- Matching state guidelines to mirror federal support for the Kentucky Historic Preservation Tax Credit Program, including increasing the project allocation cap, expanding allowable taxes HTC's can offset, and extending the phasing of development projects.
- Restructuring statutory language on TIF financing to make it more accessible to developers by lowering the minimum investment threshold required to qualify for financing, raising the cap on multi-use projects, or allowing developers to access more TIF financing upfront.
- Align state economic development incentives with the federal Opportunity Zone program and support business development in these areas.

Pension Reform

Kentucky's public pension crisis continues to cast a shadow over the state's economic potential and restricts the ability of the General Assembly to make much-needed investments in key growth areas such as education, child care, and workforce development. Members of the General Assembly must work together to enact sustainable reforms to ensure system solvency and reduce costs for the state government and local governments throughout the Commonwealth.

Public Safety and Law Enforcement

Building safer communities hinges on securing and sustaining trust between law enforcement agencies and the communities they serve. As the city of Louisville moves forward with reexamining local policies, procedures, and trainings, GLI encourages the General Assembly to ensure that local leaders are equipped with the tools they need to pursue this important work and enact meaningful reforms, including access to subpoena power in order to achieve full investigatory authority.

In light of recent increases in pedestrian and motorists involved accidents on Louisville's roadways, along with current law enforcement staffing issues, GLI encourages Kentucky lawmakers to consider allowing consolidated

governments defined under KRS 67C the ability to use cameras for automated enforcement as an option for traffic control at intersections. Studies have shown the effectiveness of automated enforcement can reduce fatal crashes by 21%. While automated enforcement can raise concerns regarding due process and privacy, many states have structured their laws to treat violations resulting from red-light cameras similarly to parking tickets, in which they would not affect a driver's record or insurance rates. Implementation should be based on safety concerns, concentrating on problem intersections with a history of crash data and violations.

Small Businesses, Start-Ups, and Entrepreneurs

Creating an environment where small businesses, start-ups, and entrepreneurs of all backgrounds thrive is key to the future of Greater Louisville's economy. The General Assembly can continue to support these types of businesses and employers in the Commonwealth by maintaining full funding of Kentucky's Small Business Development Center, expanding the Angel Investment Tax Credit Program to allow for all Kentucky counties to take advantage of the full available credit, continuing the SBIR/STTR Matching Funds Award Program, and continuing to support entrepreneurial programming. Increasing flexibility for state investment dollars and reducing barriers to start new businesses should be prioritized.

Fostering an environment where small businesses and start-up entrepreneurs have access to institutional knowledge and resources is essential for their success and the strength of our local economy. GLI encourages the General Assembly to continue funding through the Kentucky Cabinet of Economic Development for entrepreneurial mentorship programs like Amplify Louisville's entrepreneurship-in-residence program and University of Louisville's executive-in-residence program. GLI supports policy solutions to promote inclusion and minority business growth such as the modernization of government contracts and certification, contract set asides for minority businesses, tax policies and other benefits, funding of business development programs, and investment opportunities.

Sports Betting

With sports betting legalized and regulated in nearly every surrounding state, Kentucky is once again turning its back to economic opportunities and new sources of revenue to help address the pension crisis. In 2022, lawmakers should consider that tax dollars derived from sports betting can improve our education system, build infrastructure, promote economic growth, and ensure the long-term stability of the state budget.

State Tax Reform

In a 21st century economy where businesses and talent can locate wherever they choose, Kentucky must provide a business-friendly environment to attract, grow, and retain tomorrow's employers. GLI firmly believes that creating an environment for business success will place the Commonwealth on a path of unprecedented momentum that will only increase with time.

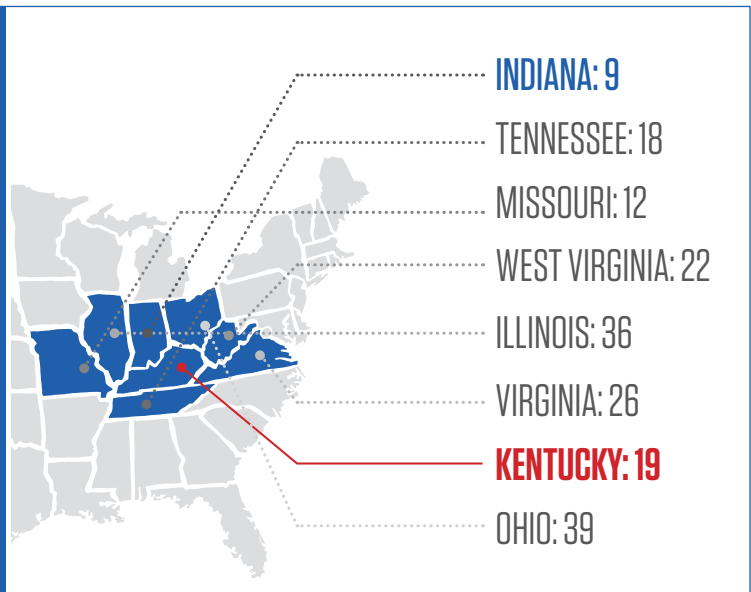
GLI applauds the work of the General Assembly in recent sessions to reform Kentucky's tax code to support economic growth and the Commonwealth's business competitiveness. Lawmakers should remain focused on continuing to make tax policy in Kentucky more business friendly. This should include decreasing the state's outdated reliance on production-based taxes and allowing for comprehensive tax reform at the local level.

lawmakers will need to be sensitive to the fiscal challenges of businesses as employers continue to drive Kentucky's economic recovery. In addition to protecting Kentucky employers from increases to unemployment insurance taxes, the General Assembly must avoid any sort of tax increase on businesses, which would harm the ability of employers to bring employees back to work and make the investments needed to grow our economy. Lawmakers should also pass legislation to align, where appropriate, state tax policy with tax-relief provisions of the CARES Act.

GLI supports repealing the limited liability entity tax (LLET). However, if retained, the cost of goods sold (COGS) definition must be modified to align Kentucky's LLET COGS definition

State Business Tax Climate Rankings

Lowering the income tax rate would encourage company executives to relocate companies to the Commonwealth, creating jobs and bringing top talent to Kentucky. Kentucky's income tax is 1-2% higher than its competitor states, placing the Commonwealth at a disadvantage for economic growth.



GLI supports a tax code that is fair and competitive with our surrounding states, with elasticity to provide growth as Kentucky's economy grows. Lowering the income tax rate would encourage company executives to relocate companies to the Commonwealth, creating jobs and bringing top talent to Kentucky. Kentucky's income tax is 1-2% higher than its competitor states, placing the Commonwealth at a disadvantage for economic growth. In addition to lowering the income tax rate, Kentucky should revise its overall tax code so that it is more attractive when compared with other states. In this way, economic development efforts will be less dependent on direct tax and other economic incentives. These tax code reforms will result in greater tax equity for all of business, including businesses currently operating in Kentucky. In 2022,

with that of the COGS definition for federal and Kentucky income tax purposes. By bringing Kentucky in line with the federal and its own income tax definition for COGS, it will both enhance compliance by businesses and improve enforcement by the state.

Given the recent speed at which the Internal Revenue Code (IRC) is being changed and the related Treasury guidance is being issued, adopting an updated conformity date to the IRC would be beneficial for Kentucky taxpayers, tax practitioners, and tax administrators. Not having an updated IRC results in uncertainty regarding Kentucky's conformity and/or non-conformity to certain changes and issued regulatory guidance.

State Tax Reform (cont.)

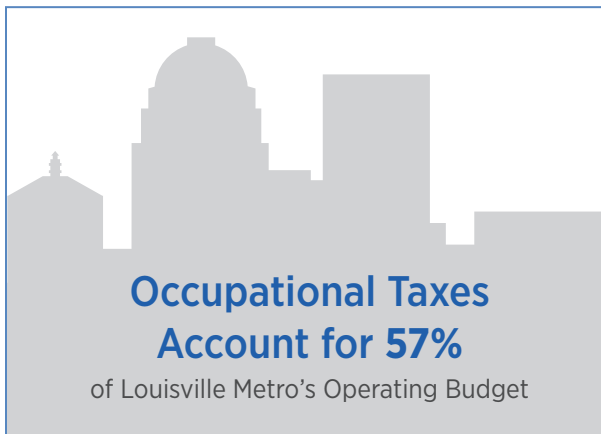
GLI opposes allowing the Kentucky Department of Revenue or local taxing jurisdiction to require bonding for taxpayers and businesses to appeal adverse decisions by the Kentucky Board of Tax Appeals. A bonding requirement could restrict the ability of many small businesses to appeal decisions and have their cases reviewed by the courts. Such a requirement runs counter to pro-taxpayer legislation passed by the General Assembly in 2018 and harms Kentucky's business competitiveness.

Local Tax Reform

In light of the impacts of the pandemic, Kentucky's pension crisis, and other social and economic pressures, city and county governments in the Commonwealth need increased flexibility to generate revenues. This is important not only for providing key services and meeting obligations but for economic development and future growth as well. However, the structure of city and county government tax systems and the mechanisms through which city and county revenues are generated matter immensely to the business competitiveness of Kentucky and Greater Louisville. State law must allow city and county governments in Kentucky to develop forward-thinking, business friendly tax systems to compete and thrive in the 21st century.

Louisville Metro's operating budget is heavily reliant on occupational and property taxes and local governments should be allowed statutory ability to offset loss for these revenues, such as a local option sales tax. These taxes would need to be at least partially directed to the general fund of the local government.

Kentucky should continue its efforts to make income-based local taxes more uniform to eliminate or reduce the disparate treatment of taxpayers, particularly those who deliver income in multiple jurisdictions. Furthermore, state, and local tax administrators should continue to streamline the tax filing, processing, collection, and enforcement processes across Kentucky.





Tourism, Hospitality, and the Arts

Louisville's tourism, hospitality, and arts scenes have long been major drivers of economic growth and talent attraction in Greater Louisville. Unfortunately, the COVID-19 pandemic has hit these sectors particularly hard, and they will need the full support of the General Assembly to help them recover.

- To encourage any individual or organization interested in visiting the Greater Louisville region and supporting regional businesses, the General Assembly should avoid and actively oppose legislative efforts that could create perceptions of Kentucky as unwelcoming or intolerant.
- The General Assembly should prioritize investment in the arts through the Kentucky Arts Council and other cultural institutions, including the Kentucky Center, a facility owned by the Commonwealth of Kentucky, which has a major positive impact on regional tourism and our local economy.
- Restaurants should be given as much flexibility as possible to pivot their business models in response to the COVID-19 pandemic and their individual needs during the economic recovery.

Unemployment Insurance

Kentucky's unemployment insurance system has been a crisis within a crisis throughout the COVID-19 pandemic. The massive unemployment rates brought on by COVID-19 and the government response has shown Kentucky's UI system to be inefficient, at times detrimental to workforce participation, and costly for employers. The General Assembly must ensure business leaders have a seat at the table for discussions on how to restore the UI Trust Fund to pre-pandemic levels and repay federal loans.

Lawmakers must also fully embrace the important work of reforming Kentucky's UI system to ensure the system is efficient and focused on employment and workforce participation. Further reforms to the unemployment insurance benefit structure should be made including increasing the work search requirement for benefit recipients and to provide with resources such as career counseling and effective training. Increased access to these services will facilitate rapid re-employment, rather than providing a disincentive to finding a new job.

Education & Workforce Development



GLI's continued advocacy in workforce and education have helped steer the conversation for employers and policymakers to tackle long-term issues our region has faced. Priorities for the upcoming year focus on removing barriers to work and providing equitable access to education and training. The Greater Louisville region must continue to empower our workforce to grow in order to create success for our citizens and employers.

– **Kevin Smith**, Education & Workforce
Development Committee Chair

Attract and Retain Talent

Stagnant population growth and talent attraction and retention are challenges impacting all regional employers and pose a serious threat to economic growth in Kentucky and Greater Louisville. To address these challenges, GLI launched Live in Lou, a talent attraction initiative aimed at increasing our region's skilled workforce, reversing population growth trends, and ensuring that greater Louisville grows at a rate that is competitive with peer cities. The General Assembly should work to augment regional initiatives like Live in Lou by proactively encouraging individuals with training in high-demand industry sectors to live and work in Kentucky through tax incentives and streamlined and supportive processes for transferring professional licensing and credentials from other states or countries.



Relocation Incentives

In order to capitalize on the national shift toward remote work, the General Assembly should adopt a relocation incentive program to attract new talent, including remote workers, to the Commonwealth. This could be implemented in a number of ways including home construction and rebate incentives, new mover land grants for new home builders, or direct cash payments for new movers to the state working full-time remotely at a business based outside of Kentucky.

Student Loan Tax Incentives

Retaining workforce is a key component to growing our state and regional economy. GLI encourages the General Assembly to implement a student loan tax incentive to encourage recent college graduates to stay in Kentucky as they begin and grow their careers. Easing the burden of student loan debt through tax credits could be a powerful tool in retaining this educated segment of the workforce that will have higher earning and spending power for our local and regional economies.

Criminal Justice Reform

Criminal justice reform is central to reversing years of misguided policies that have led to overincarceration, trapped numerous Kentucky families in cycles of poverty, disproportionately impacted marginalized communities, and contributed to workforce challenges for Kentucky employers. With GLI's support, the General Assembly has passed several important bills in recent sessions to reform Kentucky's criminal justice system. This includes improving criminal records expungement and parole processes. Lawmakers have also given serious consideration to legislation related to cash bail, felony theft, and removing barriers to education for convicted felons. In 2022, GLI encourages lawmakers to take bold action in the area of criminal justice reform with the goal of reducing incarceration and recidivism rates in Kentucky and encouraging workforce, educational, and substance use treatment opportunities for all individuals who come into contact with Kentucky's criminal justice system.

- Reform cash bail in Kentucky.
- Raise the ban on individuals convicted of a felony from receiving KEES funds.
- Consider legislative solutions to allow Kentuckians with felony records to regain their right to vote.
- Continue incentivizing education, training, treatment, and employment in Kentucky's probation and parole systems.
- Develop increased alternatives to imprisonment and more effectively optimize current alternative programs and pilot programs, such as Pretrial diversion program.
- Support local governments and nonprofits in implementing effective education and employment-focused re-entry programs in jails throughout Kentucky.
- Implement a statewide program that would provide state-issued identification to all people leaving incarceration in Kentucky, enabling them to better access housing, employment, healthcare, and mental health services that are necessary for successful re-entry.
- Revise current unsheltered identification provisions for efficiency and access for individuals including increasing the length of the document validity, allowing the Cabinet to bill service providers for the cost, and standardizing the verification by using a form.
- Continue improving Kentucky's expungement system by reducing wait periods, streamlining procedures, lowering costs, and making more records eligible for automatic expungement.
- Ensure that any individual who encounters the criminal justice system and needs substance use disorder treatment or mental health services has ample access to treatment opportunities and providers.
- Pursue policies to support successful re-entry and encourage second-chance employment practices and education opportunities.
- Monitor and assess current and future legislative measures that may have a disproportionate impact on communities of color, including criminal statutes and proceedings.

Educational Choice

Educational choice is vital to a thriving local education ecosystem. Increasing the choices parents and caretakers have when selecting educational pathways for their student makes regions like Greater Louisville more attractive to families and businesses and leads to improved learning outcomes and a more competitive homegrown workforce. GLI encourages lawmakers to clarify funding for charter schools to remove uncertainty and encourage authorization of these institutions in Kentucky. GLI applauds the work of the General Assembly in recent years to establish Education Opportunity Accounts and encourages lawmakers to continue that work so that Kentucky families can make choices about their educational resources. GLI also advocates for school assignment plans that support student diversity, equity, and choice and opposes legislative proposals that limit parental choice and fail to provide clear evidence of addressing the achievement gap.

Full-day Kindergarten

GLI applauds the General Assembly for their support in funding full-day kindergarten in all school districts across Kentucky. We encourage lawmakers to provide the necessary long-term funding for full-day kindergarten which allows local school districts to reallocate resources to address other educational needs in their communities.

Higher Education

With the goals of ensuring high-quality lifelong learning opportunities for its residents, increasing degree and certificate attainment leading to meaningful work opportunities, and meeting the growing demand for tech talent in the Greater Louisville region, it is imperative that Kentucky increase its investment in postsecondary education to 2007-2008 per student levels or greater to help keep student costs down. Universities, colleges, and other institutional alternatives, including technical school and competency-based programs, must all be supported to meet the diverse needs of the region and deliver affordable, effective, and impactful higher education outcomes. To increase student access and success, the state should provide consistent support for dual credit and early college programs.

GLI also encourages the General Assembly to provide funding for world class research facilities in Engineering, Robotics, Automation, and Advanced Manufacturing to drive university-industry engagement in the region's key technology areas.

K-12 Public Education

GLI strongly encourages the General Assembly to increase its investment in public education in the state budget and provide significant funding increases to the SEEK formula. To build the future workforce that Kentucky needs and ensure

educational equity throughout our region, public schools must be fully funded. Lawmakers must also continue to support the important work of Learning and Results Programs, which provide critical assistance to students and families in overcoming barriers to education.

As school districts struggle with staff shortages exacerbated by the ongoing COVID-19 pandemic, GLI encourages lawmakers to fund teacher recruitment and retention programs. Lawmakers should build on past legislation offering incentive pay for teachers by empowering districts to tie compensation and bonuses to factors such as performance and subject matter in addition to more traditional factors such as experience and academic credentials, which currently form the foundation for determining teacher compensation in the Commonwealth. Along with a competitive and dynamic compensation structure, the state should provide the necessary funding and assist local school districts in providing educators with ample professional development opportunities that increase their effectiveness in the classroom and lead to better student outcomes.

GLI encourages lawmakers to extend temporary provisions enacted during the 2021 Special Session that allow retired teachers to return to the classroom without compromising their pensions. This provision will provide relief with teacher workforce shortages that many school districts are currently facing. Additionally, providing funding assistance for classified staff including school nurses, bus drivers, nutrition workers, and many more roles, is essential for the efficient operation of schools and to fully support students for academic success.



Kentucky's Substance Use Disorder Crisis

As Kentucky continues to address substance use disorders, the General Assembly must remain committed to allocating state funds and taking full advantage of available federal funds to provide the necessary resources for treatment, prevention, and job training.

Maintaining a Diverse and Inclusive Workforce

To further support talent attraction and retention in Kentucky and Greater Louisville, lawmakers should ensure state policies and relevant public agencies fully support immigrants and refugees who relocate to the Commonwealth from abroad. Lawmakers must adamantly oppose any legislative or regulatory action that could be perceived as discriminatory or unwelcoming and instead embrace policies that foster diversity, inclusion, and equity.

Legislation to limit discussion on race in public school curricula poses a threat to the progress that the Greater Louisville region has made in advancing racial equity and attracting and retaining a diverse workforce. GLI opposes legislation that restricts or limits a local school district's ability to control its own curriculum and that jeopardizes our work to promote inclusion and attract talent and businesses to our region.

Local School Districts and Post-Secondary Institutions Rights to Address Health and Safety

As Kentucky school districts and post-secondary institutions continue to prioritize in-person learning during the ongoing pandemic, it is critical that locally elected school boards and decision-making bodies are allowed to establish rules that protect the health and safety of students, teachers, faculty, and staff. Local level officials must retain their rights to enforce vaccination mandates or other means available to stop the spread of the virus.

Second Chance Hiring

The General Assembly should act to encourage individuals who have encountered the criminal justice system to pursue careers that require occupational licenses by mandating pre-application determinations for those licenses. This would allow job-seekers to know whether their criminal history is disqualifying before investing in the training and education required for the license. Occupational licensing reform and similar initiatives can increase workforce participation among this population and decrease recidivism.

Stabilize Kentucky's Child Care Sector

High-quality, accessible, and affordable child care and early childhood education is critical to workforce participation, building a more inclusive economy, and putting children on a pathway to future success. The COVID-19 pandemic, however, has thrown Kentucky's child care sector further into a state

of crisis, which could create barriers to work for parents and caretakers and deprive children of learning opportunities at a pivotal time in their development. In 2022, the Commonwealth must fully leverage available state and federal resources to stabilize the childcare sector and make the necessary investments to ensure the sector's long-term success and stability. GLI supports significant expansion of high-quality, full-day, full-year childcare and early childhood education services, using a mixed delivery model to improve access and increase options available to Kentucky families.

Staffing is the most immediate barrier for child care centers. Many centers around the state and in Greater Louisville have been forced to reduce capacity or close classrooms because of a lack of educators and support personnel. Investment to address dire staffing shortages must be prioritized along with resources to increase access to and efficiency in the Child Care Assistance Program for parents and providers, including increasing reimbursement rates and eligibility.





Workforce Training & Preparation

Greater Louisville employers continue to face severe workforce challenges. Regional employers shoulder thousands of dollars in training and retraining costs and miss out on opportunities for new projects and growth due to unfilled positions and workforce capacity limitations. Equally as pressing, the rise of automation, artificial intelligence (AI), and other new technologies will increasingly lead to significant labor force disruption and will require a fundamental rethinking of workforce training and retraining initiatives. It is critical that lawmakers view Kentucky's current and future workforce challenges as a significant barrier to economic growth and make the investments needed to build a workforce that can meet the needs of employers and anticipate the unique demands of a 21st century economy.

- Establish a permanent fund for grants to workforce boards and other providers to provide more industry-focused training and retraining initiatives targeted at high-demand jobs with good career pathway opportunities.
- Create and fund initiatives aimed at cultivating a competitive tech workforce, including trained AI data scientists to support sustained AI experimentation, development, and deployment in Kentucky.
- Continue to fund and support the Work Ready Kentucky Scholarship program.
- Support the expansion of apprenticeships and adult education programs.
- Permanently provide funds for GED testing and obtaining career competency credits.



Kentucky ranks **48/50** in workforce participation rate



56.5%
Kentucky Workforce Participation Rate (September 2021)



61.6%
US Workforce participation rate (September 2021)

Source: Bureau of Labor Statistics

Energy & Environment



GLI's environmental policies support smart, responsible economic growth while ensuring sustainability and livability in our region. Our 2022 policies prioritize development of renewable alternative resources while ensuring energy affordability.

- Jennifer Cave, Energy & Environment
Committee Chair

Affordable Energy

Access to energy resources at competitive rates is vital to attracting and retaining businesses and talent in greater Louisville. Kentucky has long enjoyed the distinction of being an affordable energy state. GLI supports policies that serve to help regional energy companies to continue providing services and resources at competitive rates and is opposed to mandates that threaten to drive up costs for energy providers and consumers.

Attract & Retain Regulatory Professionals

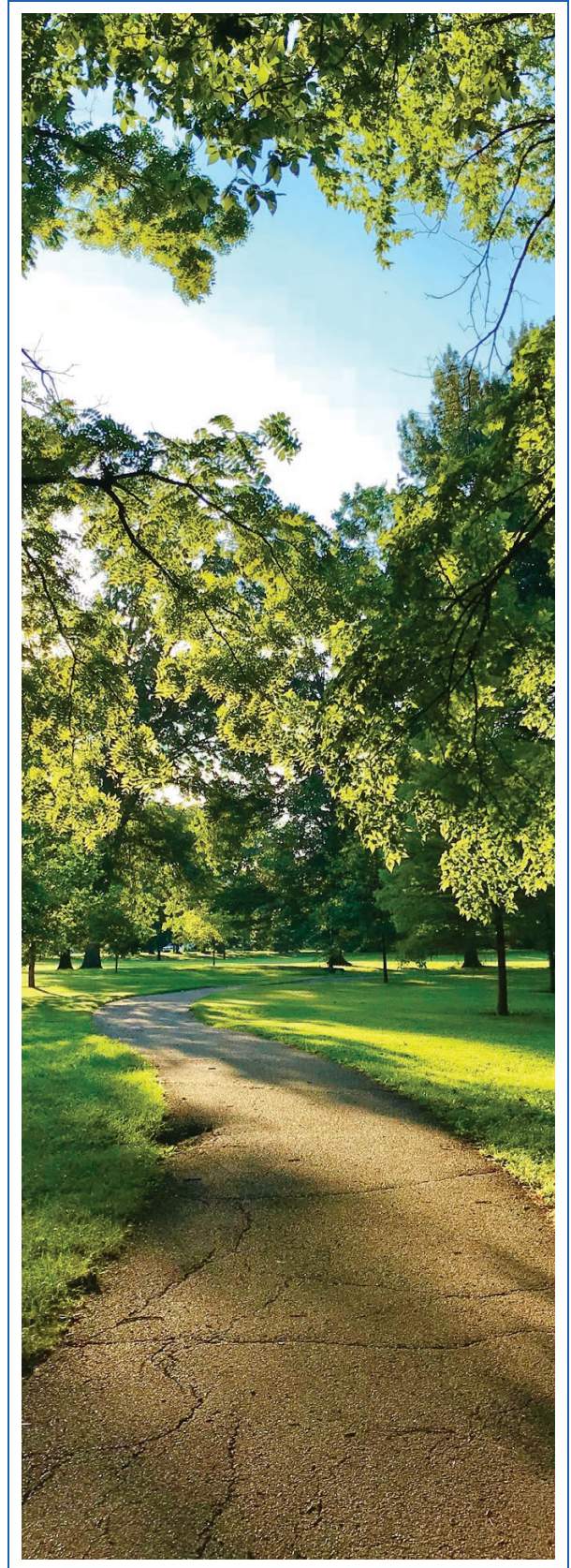
Businesses operating in the energy and environmental sectors are required to work closely with the Kentucky Energy and Environment Cabinet to ensure compliance with numerous administrative and environmental regulations. GLI continues to advocate for the Commonwealth to attract and retain a staff of highly skilled, knowledgeable professionals to assist with compliance and permitting processes. By adequately and consistently funding Cabinet personnel costs in the next budget cycle, the General Assembly can help to ease these processes and allow businesses to grow and operate more efficiently.

Brownfield Remediation

Brownfield remediation and redevelopment programs are critical for reducing the prevalence of blight and hazardous properties in Greater Louisville. GLI supports programs aimed at assisting businesses and developers with brownfield remediation and redevelopment through assessment services and funding opportunities.

Compliance Flexibility during States of Emergency

GLI was supportive of guidance produced by EPA to give regulated industries increased compliance flexibility in response to the disruptions and safety concerns of the COVID-19 pandemic. GLI encouraged the Kentucky Energy and Environment Cabinet and the Louisville Metro Air Pollution Control District to promote similar guidelines for facilities that fall under their jurisdictions. As the pandemic continues to unfold and in anticipation of future emergencies, the General Assembly should establish expectations that regulatory bodies in the Commonwealth allow for appropriate levels of regulatory compliance flexibility for impacted industries during states of emergency.



Health Care



Greater Louisville's health care sector has been a pillar of our community and our health care heroes have worked tirelessly to fight the ongoing COVID-19 pandemic. In 2022, GLI's advocacy will address the immediate workforce crisis in health care while also protecting provider rights and their ability to deliver services. These policies are key to ensuring our community continues its progress out of the pandemic and makes strides in improving the health of our region.

- Riggs Lewis, Health Care Committee Chair

A Healthier Kentucky

Kentucky has long suffered from poor health outcomes in comparison to the rest of the nation, which has resulted in reduced quality of life, placed strains on our health care systems and state budget, and harmed the competitiveness of our workforce. Particularly among communities of color, increased support, education, and resources should be considered. GLI strongly supports measures aimed at improving the health of Kentuckians and encourages policy efforts that eliminate health disparities and advance health equity in our region, including efforts aimed at reducing tobacco and nicotine usage. This includes removing smokers as a protected class, funding smoking cessation programs, and allowing for increased regulation of the use and marketing of tobacco and nicotine products.

Certificate of Need

GLI encourages the legislature to maintain the current system of Certificate of Need. The current system takes the impacts and benefits of new medical facilities, health services, and major medical equipment into account to provide health care more efficiently to Kentuckians.

Health Care Talent & Workforce Needs

To adequately serve a growing and aging population, Kentucky must address the shortage of medical professionals by creating and supporting programs to build the medical workforce and by providing incentives that will retain and attract health care professionals and workers.

The COVID-19 pandemic has exacerbated the workforce crisis for health care providers, hospitals, and long-term care facilities across Kentucky. The General Assembly should work with the Kentucky Board of Nursing to make sure adequate programs are available to meet the demand for skilled nursing professionals in the Commonwealth. Additionally, as federal funding from the CARES Act will soon expire, GLI encourages the General Assembly to allocate remaining American Rescue Plan Act funding for providers as they grapple with continued increased costs and workforce shortages.



Medicaid

A healthy workforce is vital to economic development but must come at a cost to the state that is sustainable. This core principle should serve as the foundation of any changes to how Kentucky serves its Medicaid population. Modifications

to Kentucky's Medicaid system should focus on effective state spending on health care, which cultivates a healthy population, provides a smooth transition to private coverage for Medicaid recipients leaving the system, and minimizes burdens on providers, insurers, and employers. Reforms should serve to increase efficiencies within Kentucky's Medicaid system such as encouraging the use of generic drugs when appropriate. Further efforts should focus on fraud reduction, support of underserved communities, and encouraging and rewarding workforce participation.

To allow Kentucky to continue receiving the federal matching funds it needs to administer Medicaid services and cover the Medicaid population, the General Assembly should ensure that all taxes impacting the health care sector in the Commonwealth comport with Centers for Medicare and Medicaid Services guidelines.

Using the option provided in the American Rescue Plan Act funding that allows for federal matching funds, GLI encourages lawmakers to act to extend postpartum Medicaid benefits for mothers to provide 12 months of coverage for those who were covered during their pregnancy.

Protect Employer Rights to Ensure Workplace Health & Safety

As Kentucky continues to suffer from the changing COVID-19 pandemic, employers must be allowed to establish rules that protect the health and safety of their employees and workplaces. An employer's right to enforce vaccination mandates for their workforce or other means available to stop the virus must be preserved. Current laws in place allow employers to choose the standards that work for their individual businesses and those laws should be maintained. GLI discourages lawmakers from enacting potential penalties for employers mandating health and safety measures.

Protect Health Care Providers from Frivolous Lawsuits

GLI supports establishing state-level protections for employers from frivolous COVID-19 related lawsuits and continues to advocate for comprehensive reforms to Kentucky's legal liability climate, which studies have shown to be one of the top 10 worst in the country.

For Greater Louisville to continue cultivating its status as a center for high-quality and innovative health care, state lawmakers must enact liability protections and reforms to curtail and contain frivolous lawsuits in the medical industry. More reforms to Kentucky's legal liability climate – such as restrictions on fraudulent legal advertising, limits on claimants' attorney fees, and a constitutional amendment to allow caps on damages—are needed. The current litigious climate has led to rising malpractice insurance costs that negatively affect healthcare affordability and accessibility for patients. Kentucky should establish itself as a leader in protecting health care professionals from frivolous lawsuits. This would improve patient care and help our region retain and attract health care professionals and businesses.

Transportation & Infrastructure



Investment in Greater Louisville's aging infrastructure has never been more critical for our community. Lawmakers must increase state investment in our roads and bridges, modernize mobility options and improve all forms of infrastructure to competitively position our bi-state region for growth.

– Chris Dickinson, Transportation & Infrastructure Committee Chair

Invest in Mobility

In Greater Louisville, a robust public transportation system is key to delivering a qualified workforce to employers, getting students to class, and supporting strong economic development. Insufficient capital investment in public transportation at the state level has hindered the growth of public transportation in our region and pushed the need for replacement buses to a critical point, jeopardizing service. Additionally, the loss of federal toll credits, used as the local match for federal funds has created an urgent need for an increase in state investment and must be addressed during the budget session. In the upcoming legislative session, GLI urges lawmakers to establish a dedicated and sustainable revenue source for public transportation that will adequately address the mobility needs of our region.

Investment in Quality Water & Sewer Infrastructure

To improve the quality of regional water and sewer infrastructure, legislative and regulatory actions should encourage sustainable and long-term growth in regional sewer capacity and regional water expansion projects. To avoid catastrophic loss and damage, resources are needed to repair and modernize flood protection systems. Water quality treatment efforts and storm water conservation efforts such as pervious pavement should also be included in these efforts. GLI opposes efforts to repeal Kentucky’s statewide fluoridation standards for community water systems. Allowing local governments to regulate water fluoridation could create a county-by-county patchwork of rules, which would harm the ability of regional drinking water systems to provide quality services, support economic growth, and protect public health.

Telecommunications Infrastructure for the Future

With the coming of new technologies, Kentucky should ensure that regions like greater Louisville are well-positioned for the future by supporting the development and modernization of telecommunications infrastructure. Kentucky is the only state in the region that does not provide incentives to encourage investment in broadband networks and other telecommunications technologies. GLI supports efforts that put Kentucky on an even footing with our surrounding states in terms of broadband deployment incentives for wired and wireless networks and opposes measures that threaten to impede or hamper investment in digital infrastructure.

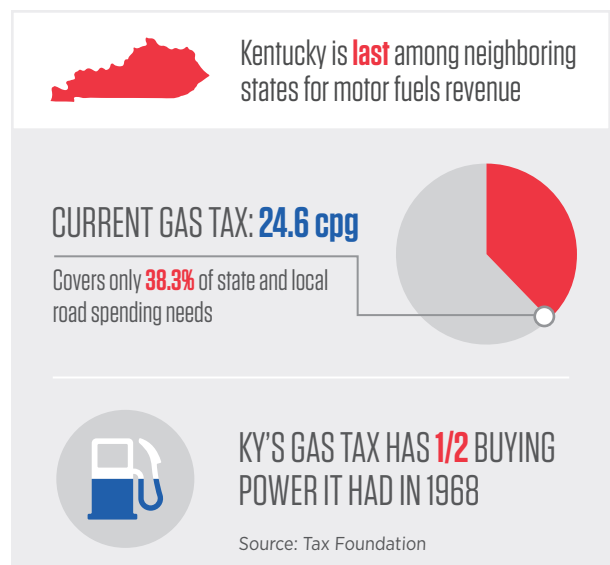
To further encourage investment in telecommunications infrastructure, the General Assembly should also ensure that regulatory processes are as streamlined as possible and provide for fair and reasonable terms, conditions, and rates to access state-controlled rights of way and infrastructure. To that end, GLI supports the goals of FCC’s Declaratory Ruling and Third Report and Order on wireless broadband

deployment, which aims to facilitate a timely buildout of 5G, small cell infrastructure by providing guidance to state and local governments and eliminating unnecessary regulatory barriers.

Further, ensuring that Kentuckians have access to broadband is critical. In urban areas, where broadband infrastructure has been deployed by numerous wireline and wireless providers, state and local governments should seek to utilize this existing infrastructure by partnering with and supporting private providers, rather than build duplicative, taxpayer-funded networks. Additionally, GLI is supportive of state and local conversations regarding access to utility poles to ensure rules and regulations are agreeable to all invested parties and contribute to the successful expansion of broadband into rural areas.

Modernize Infrastructure Funding & Road-Aid Allocation

As a critical logistics and manufacturing hub, Greater Louisville relies heavily on a reliable, high-quality network of bridges and roads to support economic development and growth. GLI continues to support increased investment in Kentucky’s roads and highways through an increase to the state gas tax and other road fund revenue streams and oppose efforts to divert road-fund dollars to pay for General Fund obligations. To maximize the impact of increased infrastructure investment, the General Assembly must also modernize the road-fund allocation formula that Kentucky has used to allocate gas tax revenues since 1948 to more accurately account for lane mileage, traffic counts, and population growth. Additionally, moving to index the gas tax to inflation rates will ensure that funding keeps pace with rising construction costs in the future. GLI also supports the establishment and funding of a multi-modal transportation fund by the General Assembly to more effectively and systematically invest in public transportation, aviation, ports and freight.



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Just as the successful production of GLI's State Legislative Agenda depends on the engagement of regional business leaders, so too does successful advocacy. Greater Louisville business leaders are strongly encouraged to reach out to their elected officials in Frankfort and Indianapolis and use the 2022 Agenda as a guide to advocate for the needs of our region.

Please visit GreaterLouisville.com/Advocacy to learn more about opportunities to engage with elected officials or reach out to a member of our Advocacy team.
