

March 17, 2022

The Honorable Jason Dawkins  
Chair  
150 Main Capitol Building  
Harrisburg, PA 17120

The Honorable Seth M. Grove  
Republican Chair  
214 Ryan Office Building  
Harrisburg, PA 17120

*RE: Support letter for HB 200, The Family and Medical Leave Insurance Act*

Dear Chair Dawkins, Republican Chair Grove and Members of the Committee:

As a representative of the 2,200 Pennsylvania small businesses in our network, Small Business Majority urges you to pass HB 200, which would create a paid family and medical leave insurance fund in Pennsylvania. This program would allow small business owners to access and offer this benefit to their employees, helping them overcome challenges in the workforce.

Small Business Majority empowers America's diverse entrepreneurs to build a thriving and equitable economy. We engage our network of more than 85,000 small businesses and 1,500 business and community organizations nationwide to advocate for public policy solutions and deliver resources to entrepreneurs that promote equitable small business growth. A key component of our work involves outreach to small business owners on a range of small business issues, including access to capital, workforce issues, healthcare and more.

Small business owners want to offer their employees competitive benefits but cannot afford to do so on their own. House Bill 200 will help them attract and retain employees who need to take time off to care for themselves or their families, either during a serious illness or to care for a new child. When small businesses can affordably offer paid family and medical leave, they help support their employees while being able to better compete with larger corporations that often already provide these types of benefits.

Additionally, [our research](#) found strong small business support for proposals that provide paid medical leave and parental leave. Seventy-eight percent of Pennsylvania small business owners support the creation of a national paid family and medical leave program that would guarantee employees wage replacement for up to 12 weeks. What's more, 92% agree that employee morale is better when they know they can take care of themselves and their families if needed without losing their job.

Most small business owners (89%) say they support access to paid family and medical leave as an employer and also as someone who cares about the people who work for them, and many are taking steps to offer at least some paid leave to their employees. However, it's important to note that there is a clear gap between the amount of paid leave that small businesses do offer and the amount they would like to provide. More than 8 in 10 (82%) small business owners agree that they would like to offer more paid family and medical leave than their business can currently afford.

The state has a unique opportunity to create a system that supports the small business community. Passing HB 200 will bolster Pennsylvania's economy by providing small business owners with access to the benefits they need to attract a robust workforce and continue supporting our communities. We urge you to vote yes on HB 200 to create a paid family and medical leave program and support the small business community.

Sincerely,

Awesta Sarkash  
Public Policy Director  
Small Business Majority