

December 11, 2023

Speaker McClinton  
139 Main Capitol Building  
Harrisburg, PA 17120

Leader Bradford  
110 Main Capitol Building  
Harrisburg, PA 19120

Leader Cutler  
423 Main Capitol Building  
Harrisburg, PA 17120

*RE: Support letter for HB 181, The Family and Medical Leave Insurance Act*

Dear Leaders:

As a representative of the 2,200 Pennsylvania small businesses in our network, Small Business Majority urges you to pass HB 181, 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 181 will help business owners 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. By allowing small businesses to affordably offer paid family and medical leave, small businesses can help support their employees while competing 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. In fact, 73% of small business owners support providing access to paid medical leave and 67% support access to parental leave. What's more, a Pennsylvania Department of Labor and Industry [report](#) found that 56% of employers favor creating a state-run paid family and medical leave program. Yet an estimated 71% of all private companies, employing 3.5 million workers, are not offering these benefits in Pennsylvania, according to the latest [research](#) conducted by Children First. This is because it is expensive and complicated for small businesses to offer paid leave on their own.

The state has a unique opportunity to create a system that supports the small business community. Passing HB 181 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 181 to create a paid family and medical leave program and support the small business community.

Sincerely,

Awesta Sarkash  
Public Policy Director  
Small Business Majority