



March 18, 2024

The Honorable Josh Shapiro, Governor of Pennsylvania  
The Honorable Kim Ward, President Pro Tempore  
The Honorable Joseph Pittman, Senate Majority Leader  
The Honorable Jay Costa, Senate Minority Leader  
The Honorable Joanna McClinton, Speaker of the House  
The Honorable Matthew Bradford, House Majority Leader  
The Honorable Bryan Cutler, House Minority Leader

### **Pennsylvania Small Business Support for Paid Leave**

Dear Governor Shapiro, President Pro Tempore Ward, Leader Pittman, Leader Costa, Speaker McClinton, Leader Bradford and Leader Cutler:

As small business owners in Pennsylvania, we are writing to urge you to pass statewide paid family and medical leave legislation. Paid leave is good for families, good for business, and good for our economy.

In states with existing statewide paid leave programs, access to paid family and medical leave has proven to lead to better retention, personal health, and improved morale, which contributes to greater stability and viability for the workforce and for our businesses, ultimately helping our bottom line.

What's more, a statewide paid leave program would help level the playing field for small businesses. We want to do right by our employees, but often can't afford to offer the benefits that larger employers provide. Fourteen other states have created statewide paid leave insurance programs, and business owners in other states report that these programs have had a positive effect on their businesses. Our neighboring states of New Jersey, New York, Delaware, and Maryland have all passed paid leave.

**Small Business Profile:**  
Yaovi Kpoga, Kpoga Software

*Prioritizing the health and welfare of my team members is a core value, and the implementation of a statewide paid leave initiative would significantly assist small business owners, including myself, in providing our employees with the care and support they need.*



Small Business Profile:  
Megan Watson, BKW Family Law.

*Paid family leave is not only a pro-family policy but is also a pro-business policy. It's important that my employees come to work healthy and focused on the job at hand. Having a statewide paid leave program would make it easier for small business owners like me to ensure that our employees, and their families, are taken care of.*

If we want to remain competitive and retain young families in Pennsylvania to staff and grow our businesses, we must do the same.

Impossible choices between work and family are forcing workers, especially women (nearly half of Pennsylvania's labor force), to leave their jobs. Access to a paid leave program would mean workers aren't forced to leave the labor force to care for their families or health, resulting in better financial stability for families and increased worker retention for small businesses.

At a time when businesses across the country are struggling to recruit and retain employees, Pennsylvania's labor force participation rate is lagging behind the average rate across states with existing paid leave programs, as well as women labor force participation. Numerous studies have shown that paid leave programs have a direct impact on increasing labor force participation. Access to paid leave would be a critical tool in helping to solve current and future workforce challenges.

As small businesses, we are the backbone of Pennsylvania's economy and communities across the Commonwealth. We strongly urge you to show your support for small business owners, like us, by passing a statewide paid family and medical leave program that benefits both workers and employers.

When small businesses thrive, we all thrive.

Signed,

Carroll Couture Cuisine  
3 Rivers Outdoor Company  
Two Persons Coffee  
Naked Brewing Company  
Axel's Attic

First Look Imaging  
Bdemm, LLC.  
Philadelphia Brewers & Bottlers, LLC  
Pop Up Polaroid  
Whole Person Postpartum



# THE FAMILY CARE ACT

Dr. Michelle Litwer Psychology PLLC  
Coral Edwards Consulting & Coaching  
Allative Communications  
Dr. Emily Scott: Direct Care Physicians of  
Pittsburgh  
Third Space Fitness Collective  
EM-PR LLC  
Organize Harrisburg  
Sustainable Business Network of Greater  
Philadelphia  
Shayes Apps LLC  
Be Well with Beth  
Philadelphia Mobile FEES, LLC  
Meadow Project Management  
Time to Thrive Nutrition  
Progressive Empowerment Therapy  
Sprouting Minds Counseling  
Services, LLC  
Parriscapes Lawn and Landscaping  
Katie Schank Therapy LLC  
Thirsty Dice Fairmount  
Scout  
Peep Speech LLC  
MWW Consulting LLC  
Nurture Pittsburgh  
Kpoga Software LLC  
ReMasterMedia, LLC  
Spampinato Enterprises, Inc. d.b.a.  
Ferguson Financial Consulting, Inc.  
Great Service Forums  
CEO Boot Camp  
Hellbender Vinyl  
The Sappari Group  
Renaissance Craftables  
Ismael's Boutique

MILHEM DTL, LLC  
Schwartz, Fox & Saltzman, LLC  
ASSETS  
Kismet Bagels  
Fireball Printing  
BKW Family Law LLC  
Transition Consults  
Disability Media Network  
Global Wordsmiths  
Two Frays Brewery  
Philadelphia Young Playwrights  
Hardly  
J Badger Consulting Inc  
Solar States  
PK Financial Group  
Bellevue Strategies, LLC  
Kloopify  
Wendy R Galson PsyD  
Poppa's Custard Company  
Justlaws  
Denenberg Communications  
TalkWell Speech Language Pathology  
Services LLC  
Unencumbered Stories  
Learning My Way Montessori  
The Frosted Fox Cake Shop  
United Spinal Association Pittsburgh  
Chapter  
Moon Peak Productions  
Fishtown Pickle Project  
Superfolie  
Kate Locke Consulting  
Feel Goodies Philly  
Pita Chip  
Transitional Characters



Parker Philips, Inc.  
YouBecome LLC  
HamsaMade LLC  
Klip Collective  
Lanternfish Press  
Mountain Laurel Catering & Events  
Wild Hand  
Jewells in Bloom  
Reclaim Black Motherhood LLC  
Dissent Pins  
Lasting Impressions LLC  
Collective Strength  
FABSCRAP, INC  
Project P.L.A.Y. School  
STITCH AND DESTROY, LLC  
Therapy for Women Center  
Ficks Music  
Vessel Garden  
This Corner  
MVP STUDIO  
River Twice  
Ledians  
Salt and Vinegar  
Third Space Fitness Collective  
Cielo  
MAYCORR Print Group  
Abby Schwartz Associates, LLC  
Grateful Endeavors  
Cornerstone Barbershop  
ReWeaving Balance  
Center for Neurobehavioral Health  
Details Salon and Spa  
Roburrito's

Signatories as of 3/18/24

# Paid Leave is an Essential Investment in Pennsylvania Businesses

7 out of 10 companies in Pennsylvania cannot afford to offer paid family and medical leave to their employees.

## *Paid Family and Medical Leave:*



### **INCREASES PRODUCTIVITY AND BOOSTS PROFITS**

*6.8% average increase in profits per full-time employee where paid leave is offered.*



### **MAKES TALENT RECRUITMENT EASIER**

*4 of our 6 neighboring states (New Jersey, New York, Maryland and Delaware) already have statewide paid leave.*



### **REDUCES THE COST OF HIRING BY IMPROVING RETENTION**

*On average, turnover costs represent nearly 40% of a position's annual wages.*



### **BUSINESS IS ON BOARD IN STATES WITH UNIVERSAL PAID LEAVE PROGRAMS**

*Rhode Island: A year after universal paid leave took effect, 61% of employers, including most surveyed smaller employers, supported the program.*

*New York and New Jersey: More than 70 percent of small businesses support their state's universal paid leave program.*

**Without paid leave, Pennsylvania employers, over 3.5 million workers and Pennsylvania's economy are losing out.**

*"Prioritizing the health and welfare of my team members is a core value, and the implementation of a statewide paid leave initiative would significantly assist small business owners, including myself, in providing our employees with the care and support they need."*

**-Yaovi Kpoga,  
Kpoga Software**

*"Paid family leave is not only a pro-family policy but is also a pro-business policy. It's important that my employees come to work healthy and focused on the job at hand. Having a statewide paid leave program would make it easier for small business owners like me to ensure that our employees, and their families, are taken care of."*

**-Megan Watson  
BKW Family Law**

