



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