



TO: The Honorable Members of the PA House Labor & Industry Committee
FROM: Alex Halper, SVP, Government Affairs
DATE: Sept. 30, 2024
RE: **Oppose H.B. 2548 – Mandatory paid leave**

On behalf of the PA Chamber, I urge you to oppose H.B. 2548, mandating a statewide employer paid leave program, which the committee is scheduled to consider this morning. We are still reviewing a comprehensive amendment just recently circulated and suggest the Committee hold off consideration to allow time for review and discussion.

H.B. 2548 would require every Pennsylvania employer to adopt a mandatory policy providing paid time off. This one-size-fits-all approach fails to take into account a company's size, industry, and countless other factors that distinguish one business from another, and effectively prohibits employers from developing customized leave policies that benefit their employees while still accommodating their own unique staffing requirements.

The bill also includes an expansive definition of what constitutes an employer/employee relationship and expressly allows employers to be sued for alleged violations or misapplications of the policy, rather than providing an administrative process.

We urge you to oppose this bill. Please contact Alex Halper at ahalper@pachamber.org or 717-645-8730 with questions or to discuss.