



Legislation Details (With Text)

File #:	2026-0067	Version:	1
Type:	Will of Council	Status:	Adopted
File created:	1/26/2026	In control:	City Council
On agenda:	1/27/2026	Final action:	1/27/2026
Enactment date:	1/27/2026	Enactment #:	7
Effective date:	1/27/2026		
Title:	WHEREAS, Paid family and medical leave would allow workers to take time away from work to care for themselves or loved ones during critical life events, including the birth or adoption of a child, recovery from serious illness or injury, caring for an elderly or ill family member, addressing family matters related to military deployment, or seeking safety from domestic violence or abusive caregiving situations; and,		
Sponsors:	Erika Strassburger, All Members		
Indexes:	WILL OF COUNCIL		
Code sections:			
Attachments:			

Date	Ver.	Action By	Action	Result
1/27/2026	1	City Council	Adopted	Pass

WHEREAS, Paid family and medical leave would allow workers to take time away from work to care for themselves or loved ones during critical life events, including the birth or adoption of a child, recovery from serious illness or injury, caring for an elderly or ill family member, addressing family matters related to military deployment, or seeking safety from domestic violence or abusive caregiving situations; and,

WHEREAS, Medical experts, including the American Academy of Pediatrics, recommend a minimum of twelve (12) weeks of paid leave for families, yet without paid leave protections, as many as twenty-three percent (23%) of employed mothers return to work within ten (10) days of childbirth due to financial pressure; and,

WHEREAS, Research shows that access to paid family leave significantly improves maternal and infant health outcomes, including a reduction in maternal rehospitalization following childbirth and lower rates of infant rehospitalization and postnatal mortality; and,

WHEREAS, Access to paid family leave has been shown to reduce racial disparities in health outcomes, as Black mothers with paid leave experience fewer preterm births, improved postpartum care access, and better infant health outcomes, addressing inequities that disproportionately affect families in Pittsburgh and across the Commonwealth; and,

WHEREAS, Paid family and medical leave strengthen workforce participation and economic stability, as employees who can take paid leave are more likely to return to the workforce within one year postpartum and are significantly less likely to rely on public assistance programs during their child's first year of life; and,

WHEREAS, By midlife, a substantial portion of the workforce experiences work-limiting health conditions,

emphasizing the importance of paid leave protections that allow workers to recover and remain attached to the labor force; and,

WHEREAS, Allowing a family member time off to care for an elderly parent not only keeps them out of nursing home care, it's what families want, and it is fiscally responsible for Pennsylvania; and

WHEREAS, Evidence from states that have implemented paid family and medical leave programs demonstrates positive or neutral impacts on businesses, including increased productivity, minimal compliance burdens, and positive outcomes for small businesses; and,

WHEREAS, Statewide paid family and medical leave legislation has broad public support across the Commonwealth, with more than eighty percent (80%) of Pennsylvanians expressing support for a paid leave program; and,

WHEREAS, Establishing statewide family and medical leave would generate economic benefits for families, employers, and communities by increasing workforce retention, reducing healthcare costs, and strengthening local economies, including in the City of Pittsburgh; and,

WHEREAS, Proposed paid family and medical leave programs are designed to be budget neutral, funding benefits and administrative costs through payroll contributions rather than drawing on state general revenue; and,

WHEREAS, A public paid family and medical leave program would promote gender equity, racial equity, public health, and economic security for working families throughout the City of Pittsburgh and the Commonwealth of Pennsylvania; and,

NOW, THEREFORE, BE IT RESOLVED that the Council of the City of Pittsburgh affirms its commitment to supporting working families, advancing health equity, and promoting economic stability, and calls upon the Pennsylvania General Assembly to advance and enact the Family Care Act, House Bill 200 and Senate Bill 906.

BE IT FURTHER RESOLVED that the Council of the City of Pittsburgh urges sustained legislative action to ensure that all Pennsylvanians have access to paid leave during critical life events, recognizing such policies as an essential investment in the health, dignity, and economic well-being of workers and families.