



TO: The Honorable Members of the PA House of Representatives

FROM: Alex Halper, Senior Vice President, Government Affairs

DATE: March 25, 2026

RE: **PA Chamber memo: Oppose H.B. 200 – Mandatory Paid Leave**

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The PA Chamber urges you to oppose H.B. 200 to create a statewide paid leave entitlement program, which the House is scheduled to consider. We have concerns with many aspects of this bill and suggest more deliberative consideration of legislation of this magnitude, including engaging the business community expected to administer this program.

This legislation imposes likely billions in new direct costs, as well as additional indirect costs and administrative burdens on employers, who would be prohibited from continuing their own leave policies that benefit their people while accommodating their own specific workplace and staffing requirements. These impacts will certainly have a unique and significant impact on small businesses.

Additional concerns are numerous, including a lack of safeguards to avoid abuse; a new private right of action that will expose employers to lawsuits for even unintentional or clerical errors; and the ability to stack this new entitlement with existing federal and local leave requirements.

We appreciate the intent of the bill; however, there remain concerns and many unanswered questions, and we therefore urge you to oppose. Please contact Alex Halper at [ahalper@pachamber.org](mailto:ahalper@pachamber.org) or 717-645-8730 with questions or to discuss.

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