Oct. 19, 2026

Allegheny County Council
County Courthouse
436 Grant Street, Room 119
Pittsburgh, PA 15219-2497

To the Honorable Members of Allegheny County Council:

We write on behalf of our organizations representing Allegheny County employers to urge you to hold off voting on the paid leave proposal and provide time and a process for thorough and thoughtful consideration of perspectives from the employer community.

We appreciate the good intentions of this proposal and the amendments incorporated, ostensibly in response to concerns raised by the business community who would be responsible for administering and funding this program.

Despite these amendments, strong concerns remain and a survey of nearly 400 Allegheny County employers, conducted *after* the proposal was amended, demonstrates the dire, albeit unintentional, consequences this proposal would bring on the County's workforce, employers and economy. For example:

- **83 percent** of respondents expect a negative financial impact to their organizations, with 63 percent rating the financial impact as "very negative."
- **40 percent** expect to reduce hiring of new full-time employees, while 23 percent expect to reduce hiring of part-time employees.
- **33 percent** said they would be more likely to open future locations outside Allegheny County, while 32 percent said they would move existing operations outside the county.
- **24 percent** expect to eliminate full-time positions and 15 percent expect to eliminate part-time positions.
- **18 percent** expect to close one or more locations in the county, while 14 percent say the proposal could force them to cease all operations.

Additionally, a report issued last week concluded the mandate could cost Allegheny County employers an estimated $297.1 million annually to implement, and that between 800 to as many as 1,500 jobs in the County would be lost.

Again, we urge you to at least take time to consider these impacts and engage with employers to fully understand the impact of this policy before proceeding to a vote.

Thank you for considering our views on this important matter.

Sincerely,

Pennsylvania Chamber of Business and Industry
Alle Kiski Strong Chamber
Associated Builders and Contractors — Western Pennsylvania
Building Owners and Managers Association Pittsburgh
Broadband Communications Association of Pennsylvania
LeadingAge PA
Manufacturer & Business Association
Mon Yough Area Chamber of Commerce
Monroeville Area Chamber of Commerce
National Federation of Independent Business – Pennsylvania
Northside North Shore Chamber of Commerce
Pennsylvania Association of Community Bankers
Pennsylvania Association of Home and Community Based Services Providers
Pennsylvania Assisted Living Association
Pennsylvania Builders Association
Pennsylvania Chemical Industry Council
Pennsylvania Coalition for Civil Justice Reform
Pennsylvania Food Merchants Association
Pennsylvania Homecare Association
Pennsylvania Restaurant & Lodging Association
Pittsburgh Airport Area Chamber of Commerce
Pittsburgh Business Exchange
Pittsburgh Regional Alliance
Pennsylvania Manufacturers' Association
Pittsburgh Metropolitan Area Hispanic Chamber of Commerce