
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 24 Session of
2023

INTRODUCED BY D. MILLER, FIEDLER, MADDEN, HILL-EVANS, KINSEY,
KHAN, SANCHEZ, RABB, GUENST, SCHLOSSBERG, N. NELSON,
SCHWEYER, DEASY, INNAMORATO AND MERSKI, MARCH 8, 2023

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 8, 2023

A CONCURRENT RESOLUTION

1 Recognizing the 30th anniversary of the signing of the Family
2 and Medical Leave Act.

3 WHEREAS, The Family and Medical Leave Act was signed into law
4 on February 5, 1993; and

5 WHEREAS, This year marks the 30th anniversary of its signing;
6 and

7 WHEREAS, Prior to the enactment of the Family and Medical
8 Leave Act, workers were not guaranteed time off from work due to
9 illness, pregnancy or to care for a family member; and

10 WHEREAS, The Family and Medical Leave Act has enabled
11 millions of Americans to put their family first without risk of
12 losing their jobs; and

13 WHEREAS, Despite the progress made, a survey by the United
14 States Department of Labor found that 44% of American workers
15 are excluded from the protections under the Family and Medical
16 Leave Act; and

17 WHEREAS, Among those excluded are workers who have been at a

1 job for less than a year or work fewer than 1,250 hours per year
2 at their job; and

3 WHEREAS, Even workers who are protected by the Family and
4 Medical Leave Act are not guaranteed pay while on leave, leaving
5 billions in missed wages and prohibiting many from accessing the
6 program; and

7 WHEREAS, In the 30 years since the signing of the Family and
8 Medical Leave Act, numerous states have introduced their own
9 paid leave policies, granting workers the ability to put their
10 family first without sacrificing wages; and

11 WHEREAS, The General Assembly has yet to acknowledge the
12 success of the Federal law, as well as its shortcomings, and
13 advance legislation guaranteeing paid family and medical leave
14 to all Pennsylvanians; and

15 WHEREAS, The General Assembly recognizes that the legacy of
16 the Family and Medical Leave Act should be celebrated as a
17 reminder of how far we have come and how far we have to go in
18 protecting the right of workers to life, liberty and the pursuit
19 of happiness; therefore be it

20 RESOLVED (the Senate concurring), That the General Assembly
21 recognize the 30th anniversary of the signing of the Family and
22 Medical Leave Act.