

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 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 House of Representatives has yet to acknowledge ◀  
12 the 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 House of Representatives recognizes that the ◀  
16 legacy of the Family and Medical Leave Act should be celebrated  
17 as a reminder of how far we have come and how far we have to go  
18 in protecting the right of workers to life, liberty and the  
19 pursuit of happiness; therefore be it

20 RESOLVED, That the House of Representatives recognize the ◀  
21 30th anniversary of the signing of the Family and Medical Leave  
22 Act.