

In the Know Series - Labor & Employment Law Changes in Pennsylvania

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Stay Ahead of the Curve with Key Insights from Our L&E Team

Pennsylvania employers must navigate evolving legislation impacting labor and employment practices in the Keystone State. Now that the first quarter is behind us, our team has assembled a concise overview of the recent changes to help you stay compliant and informed.

- **Parental Leave:** Currently, the Commonwealth of Pennsylvania does not require an employer to offer its employees parental leave. However, this past year, Pennsylvania legislators introduced House Bill 181, the Family Care Act, which would create a statewide paid family and medical leave program in Pennsylvania for the first time in the Commonwealth's history. The program would offer up to twenty (20) weeks of paid leave. The House referred House Bill 181 to the Labor and Industry Committee on March 8, 2023. The House re-committed House Bill 181 to the Rules Committee on June 6, 2023. The Rules Committee and the Appropriations Committee last considered House Bill 181 on December 13, 2023, and a vote has not yet been scheduled. On March 28, 2024, the Senate introduced SB580, a companion bill.