



October 6, 2026

Dear Allegheny County Council Members,

The [Pennsylvania Sustainable Business Network](#) (PASBN) and [American Sustainable Business Network](#) (ASBN) urge you to vote **yes** on adopting the Allegheny County Health Department's proposed amendment to Article XXIV, Paid Sick and Parental Leave.

The Pennsylvania Sustainable Business Network engages businesses in Pennsylvania to build a more vibrant and sustainable state economy. PASBN works closely with businesses across sectors and across the commonwealth.

ASBN is a national coalition of businesses and business organizations that, with their members and state affiliates, collectively represents more than 200,000 businesses, including industry associations, local and state chambers of commerce, micro-enterprise, social enterprise, and investor networks.

Paid sick and parental leave are essential components of a healthy and successful workplace. Our research has shown repeatedly that businesses that invest in their employees and provide benefits like earned sick days, living wages, and time off to care for themselves and their families succeed because employee retention is higher, training costs are lower, and productivity is higher. In fact, in our co-published report with Panorama, [The Business Impacts of Paid Leave](#), we found that, nationwide, large companies that adopted or expanded paid leave policies saw revenue grow by 4.6% and profit grow by 6.8% on average per full-time equivalent employee.

Businesses that provide paid sick and parental leave to their employees see an increase in productivity, efficiency, and a stronger workforce, all leading to a stronger bottom line. One of the highest costs to businesses is hiring and training. Paid leave allows employees to stay with an employer longer, thereby saving the business valuable resources in the long run. Studies show per-worker labor costs decline when workers can access paid leave, with smaller businesses seeing the greatest cost reductions.

When businesses and workers succeed, the local economy benefits. [An analysis](#) by the nonpartisan Ohio River Valley Institute suggests that implementing this policy in Allegheny County could add 2,744-5,000 workers and \$100-\$215 million in wages to the local economy, help curb population loss, and give local businesses a net productivity gain of up to \$1.49 million.

The proposed policy amendment could also help small businesses in the county compete with large ones. Large companies are more likely than small businesses to offer voluntary paid leave, which makes them more attractive to job-seekers. Implementing this policy would help level the playing field for smaller companies that want to hire top talent.

We're not asking businesses to sign onto something we wouldn't do. ASBN itself offers unlimited paid time off, and paid family leave sits under it; our executive director took roughly three months when she had a child, and we are happy to support our team through life's biggest transitions. It works because our staff use it responsibly and plan coverage in advance; we reap the reward of an amazing team that stays with us through thick and thin.

As part of our mission to advance policies that support a vibrant and sustainable economy, ASBN has also supported initiatives to implement paid leave policies at the federal level and in New York, New Jersey, and Washington, D.C.

PASBN and ASBN applaud Allegheny County's leaders for developing the type of paid leave policy that all American workers and corporations deserve access to, and we urge you to support Allegheny County's businesses, workforce, and economy by voting **yes** on the proposed amendment.

Sincerely,

A handwritten signature in dark ink that reads "David Levine". The signature is written in a cursive, flowing style.

David Levine
Co-founder & President
American Sustainable Business Network