

A RESOLUTION

Recognizing the 30th anniversary of the signing of the Family and Medical Leave act.

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

WHEREAS, this year marked the 30th anniversary of its signing; and

WHEREAS, prior to its enactment, workers were not guaranteed time off from work due to illness, pregnancy, or to care for a family member; and

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

WHEREAS, despite the progress made, a survey by the United State Department of Labor found that 44 percent of American workers are excluded from the protections of the Act; and

WHEREAS, among those excluded are workers who have been at a job for less than a year or work fewer than 1,250 hours per year at their job; and

WHEREAS, even workers who are protected by the Act are not guaranteed pay while on leave, leaving billions in missed wages and prohibiting many to access the program; and

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

WHEREAS, the General Assembly has yet to acknowledge the success of the federal law as well as its shortcomings, and advance legislation guaranteeing paid family and medical leave to all Pennsylvanians; and

WHEREAS, this chamber recognizes that the legacy of the Family Medical and Leave should be celebrated as a reminder of how far we have come and how far we have to go in protecting the right of workers to life, liberty, and the pursuit of happiness; therefore be it

RESOLVED, that the House of Representatives recognizes the 30th anniversary of the signing of the Family Medical and Leave Act.