

FAQ About Paid Parental Leave

On May 13, 2026 the Allegheny County Board of Health put forth Article XXIV for public comment. Article XXIV includes and expansion of paid sick days and for the first time, introduces a requirement that employers provide employees with Paid Parental Leave.

1. Does the Allegheny County Health Department have the legal authority to create these regulations?

Yes. The Allegheny County Health Department has authority under Pennsylvania’s Local Health Administration Law (LHAL) to “make and enforce such rules and regulations, ... and institute such programs not inconsistent with law as may be necessary for the promotion and preservation of the public health.”

Moreover, the LHAL requires the Department to “prevent or remove conditions which constitute a menace to public health.” This thereby gives the health department authority to promulgate regulations meant to address the negative public health outcomes of parents of newborns or those newly adopted.

2. How is paid parental leave connected to public health?

Public health is not only about stopping disease outbreaks. It also includes preventing health problems and promoting healthy families. Research shows that parents and infants have better physical and mental health outcomes when parents have time to recover, bond with a child, and attend medical appointments after birth or adoption.

3. What does the Disease Prevention and Control Law have to do with parental leave?

Pennsylvania’s Disease Prevention and Control Law gives health agencies authority to take actions that help prevent illness and protect community health. Specifically, the law indicates that the Department shall be primarily responsible for the prevention and control of communicable and non-communicable disease, including disease control in public and private schools, in accordance with the regulations of the board and subject to the supervision and guidance of the department.” The Health Department’s position is that allowing parents paid time to care for infants and recover from childbirth supports disease prevention goals across the community and prevents the opportunity for communicable diseases to infect newborns.

4. What is the process for the Board of Health to consider Article XXIV? Can there be changes to the Article that was introduced on May 13?

The Board of Health’s consideration of Article XXIV follows the standard regulatory review and public hearing process established for ACHD rules and regulations. After introduction of the proposed Article at the May 13 meeting, the Board will vote to allow the Department to solicit public comment. At the

end of the public comment period, the BOH will review stakeholder feedback , along with a comment-response document, and deliberate on the proposal before taking final action.

Yes, changes can be made to the Article after its introduction on May 13. Revisions may occur in response to feedback from Board members, community stakeholders, subject matter experts, or legal review. Depending on the extent of the changes, additional review or another public comment opportunity may be appropriate prior to final adoption.

The final version considered for adoption by the Board does not necessarily need to be identical to the version originally introduced, provided the process remains consistent with applicable procedural and legal requirements.

5. If the Board of Health adopts Article XXIV, does it immediately become law?

No. If the Board of Health adopts Article XXIV, it does not become effective immediately upon adoption. Here are the steps for consideration of Article XXIV

- Introduction at Board of Health Meeting on May 13, 2026
- Public comment opens on May 13, 2026
- Public comment will remain open for at least 30 days
- Once passed by the Board of Health, the resolution will move to Allegheny County Council for consideration

6. Are there other localities where Paid Parental Leave is the law?

Yes, according to the Bipartisan Policy Center, as of April 2026, 14 states and the District of Columbia have enacted mandatory paid family leave systems. An additional nine states have voluntary systems that provide paid family leave through private insurance. Of these 24 paid family leave programs, 22 have been implemented, and the remaining are not yet active.

Fourteen states and the District of Columbia have established comprehensive, mandatory state paid family leave systems. All but one use a social insurance policy design that funds these benefits through pooled payroll taxes on employees and/or employers. The states using a social insurance program are California, Connecticut, Massachusetts, New Jersey, Rhode Island, Washington, Colorado, Delaware, Maine, Maryland, Minnesota, Oregon, and Virginia, as well as the District of Columbia.

Meanwhile, New York provides paid leave using a mandatory private insurance system. The state requires employers to purchase paid family and medical leave plans from a private insurance market where insurance companies, including the state-run New York Insurance Fund, offer coverage. The New York state government oversees and strictly regulates the system, determining benefit levels and premium rates. [See more on the Bipartisan Policy Center’s website.](#)

If adopted, Allegheny County would be the first locality with a paid parental leave policy in a state without a statewide policy.