



## Allegheny County Paid Parental Leave Policy Updates

*Below is a summary of modifications that were made to Allegheny County Health Department Article XXIV since the first version was introduced to the Board of Health on May 13, 2026:*

- **Length of leave** – Up to 12 weeks, taken within the first year of birth or adoption.
- **Employer size** – Includes all employers with 15 or more eligible full or part-time employees (temporary and seasonal employees are excluded).
- **Employee Eligibility** – Full or part-time employees must work 6 months and 625 hours to qualify.
- **Percentage of Wage Covered** – 100% wage covered with a maximum weekly Paid Parental Benefit of \$4,200.
- **Miscarriage and Still Birth Coverage** – Added as a qualifying event with requirements and provisions.
- **Implementation period** – There will be a six-month implementation period after the bill is signed into law. Organizations that need additional time to get on their fiscal year or budget cycle may take up to another six months for implementation. The maximum time an employer has to implement the policy is one year from signing.

(continued)

*Notable points on cost of policy and take-up rate:*

- **Pay for** – Employers will have the choice of self-insurance or a private insurance policy. By mandating coverage for the overwhelming majority of Allegheny County residents, the creation of a large private insurance pool will provide affordable options for employers who may need to rely on the policy more. Parento, a paid parental leave insurance provider, estimates an employee who makes \$15/hour will cost an Allegheny County employer \$13/month to cover; an employee who makes the county's median wage of \$66,000 annually will cost an Allegheny County employer \$30/month to cover.
- **Percentage of uptake** – Research from [Keyston Research Center](#) showed that less than 2% of the workforce of Allegheny County would be eligible for this policy each year. KRC found in states with well-established Paid Parental Leave policies, only 40% of eligible workers participated.