AAMP
APARTMENT ASSOCIATION OF METROPOLITAN PITTSBURGH

July 16, 2026

Attention: Article XXIV Comments (Paid Parental Leave)
Allegheny County Health Department
542 Fourth Avenue
Pittsburgh, PA 15219

Dear Dr. Portlock and Members of the Board of Health:

On behalf of the Apartment Association of Metropolitan Pittsburgh (AAMP), I write to express our opposition to the Proposed Amendment to Article XXIV (Paid Parental and Sick Leave).

This proposal would require all employers in Allegheny County to also provide up to 18 weeks of paid leave following the birth, adoption, or placement of a child. This overly broad mandate would apply to employers of all sizes, including small businesses, who would be required to fund and administer this benefit, placing the full financial and operational responsibility on the employer. Moreover, it would apply to employees who have worked for an employer for as little as one month (30 days).

AAMP been the voice and advocate for the multifamily industry in Southwestern Pennsylvania since 1974. Today, the organization represents the majority of the apartment owners and property managers invested in the region's multifamily rental market, including Allegheny County and the City of Pittsburgh. Most of our members – apartment owners/managers and vendors serving the industry -- are small business owners and managers who would face devastating consequences if Allegheny County's 18-week paid parental leave amendment is approved. We respectfully urge that this amendment not be approved.

Forcing employers to independently and fully fund extended leave and paid sick time will cause severe financial strain, force closures, and prompt businesses, *who are able to do so*, to relocate to, and do business only in, neighboring counties without such mandates.

Those in the multifamily industry will be especially hard hit. For multifamily owners, managers and vendors, simply moving their businesses to another county is impossible if the subject real estate is situated in Allegheny County. AAMP members are not against paid leave, but the way the proposal is written doesn't take into account the unique realities of the multifamily industry. That includes the workload and manpower needs of a business such as managing residential property. Afterall, **somebody** has to manage the property to ensure that it stays in good condition, is financially viable and positively reflects the region. **Somebody** has to timely respond to residents' maintenance requests, such as correctly fixing a toilet or dishwasher. **Somebody** has to professionally market, show and, it is to be hoped, lease available apartments to prospective residents. **Somebody** has to maintain the grounds, cut the grass, weed the lawns, shovel/salt the sidewalks and plow the parking lots in the winter. **Somebody** has to paint and clean apartments when the units turnover. **Somebody** has to fix the elevator, replace the HVAC, maintain the common-area laundry machines or fix a crumbling sidewalk. Some of these "**somebodies**" may be employees and some may be contractors … but they all, for the most part are the backbone of Allegheny County **-- small businesses, operating on very thin margins**. For there to be a healthy multifamily industry, **somebody** has to provide, when needed and at a competitive rate, these essential goods and quality services. When the elevator malfunctions in a multistory apartment building for disabled seniors, and the manager calls for service, the answer cannot be, "*So sorry, we cannot get anyone out to fix it until our only licensed, qualified repair technician gets back in 18 weeks*."

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In the multifamily industry, staffing is thin and very role specific. If one employee is on leave for 4½ months, the company would almost certainly need to hire a second person to fill that role. It's not like various other jobs wherein the work can be divided among multiple like-skilled colleagues. A leasing agent cannot do the job of a maintenance technician, and vice-versa. If these bills pass, these small business owners will effectively have to pay two employees to fill a single role —the absent parent and the temporary replacement (or replacements) …. *That is, if they can even find a replacement employee for the particular role*. In the Western Pennsylvania multifamily industry, and particularly so in/around the City of Pittsburgh, 18 weeks is not only a very long time, objectively, but is equivalent to the local industry's entire annual "leasing season." Depending on when that leave is taken during the course of the year (spring/summer), it could have an absolutely devastating impact on the availability and affordability of housing. It can take months to locate, hire, let alone train, people for leasing consultant/agent, maintenance technician or other property management roles. Often these positions require certifications or training (sales licensure, fair housing training, "Renovate Right" certification, pool maintenance/pesticide certifications, specialty trade licensure [electrical, plumbing, HVAC, etc.]) that make hiring particularly difficult and time consuming. Even **IF** small business owners could pay two (or more) people to do the same job, qualified employees cannot be created, like magic, out of thin air, let alone trained in time.

Because margins are so thin as is, a single leasing consultant or maintenance technician may be responsible for hundreds of units within a building complex. If that person takes an extended leave if either they or their significant other has, or adopts, a child (after, perhaps, only being on the job for as little as 30 days), then no apartments will be rented or no apartments will be turned over as it may take as many months find, hire and appropriately train a replacement (*and who wants to take time-limited job as a "replacement" anyhow*?). Similarly, when a new resident is moving into a new apartment on August 1, waiting weeks or months for short-staffed painters to finally be able to get to the job is likewise untenable. Along the way, all of these costs have to either be absorbed or passed along, or like dominos, all the businesses in the chain will fall and fail.

While market rate property owners/managers may be able to pass along some of these additional costs to residents, there are limits. Both groups are facing sharp price increases across the board – fuel, supplies and materials, utilities, city, county and school taxes, etc. For subsidized housing, however, none of these increases can be passed along to residents.

There is a reason why, nationwide, at the state or federal level, these mandates are unpaid, much shorter in duration and/or are applicable only to much larger businesses. If this is passed, the end result will be that all these "**somebodies**" will become '**nobodies**" and **everybody** in Allegheny County will lose.

For these reasons, the AAMP respectfully opposes this proposal.

Sincerely,

Kelly Szejko-Winger

Kelly Szejko-Winger
Executive Director
Apartment Association of Metropolitan Pittsburgh