

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 98 Session of 2023

INTRODUCED BY BULLOCK, ABNEY, SHUSTERMAN, O'MARA, BURGOS, SAPPEY, MADDEN, HILL-EVANS, CIRESI, GIRAL, SANCHEZ, RABB, SCHLOSSBERG, DELLOSO, PROBST, HANBIDGE, GALLOWAY, HOWARD, D. WILLIAMS, FIEDLER, KRAJEWSKI, PARKER, DEASY, STURLA, FREEMAN, KINKEAD, OTTEN AND N. NELSON, MARCH 7, 2023

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 7, 2023

AN ACT

1 Amending the act of December 17, 1959 (P.L.1913, No.694),
 2 entitled "An act prohibiting discrimination in rate of pay
 3 because of sex; conferring powers and imposing duties on the
 4 Department of Labor and Industry; and prescribing penalties,"
 5 further providing for definitions and for wage rates;
 6 providing for additional violations; and further providing
 7 for collection of unpaid wages and for penalties.

8 The General Assembly of the Commonwealth of Pennsylvania
 9 hereby enacts as follows:

10 Section 1. Section 2(a) of the act of December 17, 1959
 11 (P.L.1913, No.694), known as the Equal Pay Law, is amended and
 12 the section is amended by adding definitions to read:

13 Section 2. Definitions.--(a) The term "employee," as used in
 14 this act, shall mean any person employed for hire in any lawful
 15 business, industry, trade or profession, or in any other lawful
 16 enterprise in which individuals are gainfully employed;
 17 including individuals employed by the Commonwealth or any of its
 18 political subdivisions, including public bodies[: Provided,
 19 however, That the term "employee" as used in this act shall not

1 apply to any person or persons who is or are subject to section
2 6 of the Federal Fair Labor Standards Act (Act of June 25, 1938,
3 as amended)].

4 * * *

5 (e.1) "Comparable work" means labor that is substantially
6 similar, including substantially similar skill levels, effort
7 and responsibility. The term includes work that is performed
8 under similar working conditions.

9 (e.2) "Working conditions" means the physical surroundings
10 and hazards encountered by employes performing a job, including
11 toxic chemicals or fumes, extreme temperatures and lack
12 of ventilation.

13 (e.3) "Wages" means the earnings of an employe, regardless
14 of whether determined on time, task, piece, commission or other
15 method of calculation, including salaries based on an annual or
16 other basis. The term "wages" also includes fringe benefits,
17 wage supplements or other compensation, whether payable by the
18 employer from funds of the employer or from amounts withheld
19 from the employe's pay by the employer.

20 * * *

21 Section 2. Section 3 of the act is amended to read:

22 Section 3. Wage Rates.--(a) No employer having employes
23 subject to any provisions of this section shall discriminate[,
24 within any establishment in which such employes are employed,
25 between employes] on the basis of sex, race or ethnicity by
26 paying different wages to employes [in such establishment at a
27 rate less than the rate at which he pays wages to employes of
28 the opposite sex in such establishment for equal work on jobs,
29 the performance of which, requires equal skill, effort, and
30 responsibility, and which are] for comparable work performed

1 under similar working conditions, except where such payment is
2 made pursuant to [(1) a seniority system; (2) a merit system;
3 (3) a system which measures earnings by quantity or quality of
4 production; or (4) a differential based on any other factor
5 other than sex: Provided, That any employer who is paying a wage
6 rate differential in violation of this subsection shall not in
7 order to comply with the provisions of this subsection, reduce
8 the wage rate of any employe.]:

9 (1) a bona fide seniority system that shall not reduce
10 seniority for time spent on leave due to a pregnancy-related
11 condition or protected parental, family or medical leave;

12 (2) a bona fide merit system;

13 (3) a bona fide system which measures earnings by quantity
14 or quality of production; or

15 (4) a bona fide factor other than sex, race or ethnicity,
16 such as education, training or experience, to the extent that
17 the factor is reasonably related to the job and consistent with
18 business necessity.

19 (a.1) An employer who is paying a wage rate differential in
20 violation of this section shall not, in order to comply with the
21 provisions of this section, reduce the wage rate of an employe.

22 (a.2) A job title or job description alone shall not
23 determine if two jobs are comparable.

24 (b) No labor organization, or its agents, representing
25 employes of an employer having employes subject to any
26 provisions of this section, shall cause or attempt to cause such
27 an employer to discriminate against an employe in violation of
28 subsection (a) of this section.

29 (c) For purposes of this section, the term "business
30 necessity" means an overriding legitimate business purpose such

1 that the factor relied upon effectively fulfills the business
2 purpose it is supposed to serve. A factor will not be considered
3 consistent with business necessity if an employe demonstrates
4 that an alternative business practice exists that would serve
5 the same business purpose without producing the wage
6 differential.

7 Section 3. The act is amended by adding a section to read:

8 Section 3.1. Additional Violations.--(a) An employer
9 may not do any of the following with respect to an applicant's
10 or employe's prior wages:

11 (1) Require, as a condition of employment, that an
12 employe refrain from inquiring about, discussing or disclosing
13 information about the employe's own wages, including benefits or
14 other compensation, or about any other employe's wages.

15 (2) Rely on the wage history of a prospective employe from
16 any current or former employer of the individual in determining
17 whether to offer employment to or the amount of wages to offer
18 to the individual, except that an employer may rely on prior
19 wage history if it is provided voluntarily and without prompting
20 by a prospective employe to support a wage higher than the wage
21 offered by the employer.

22 (3) Request or require as a condition of being interviewed,
23 or as a condition of continuing to be considered for an offer of
24 employment or as a condition of employment, that a
25 prospective employe disclose wages from a current or former
26 employer.

27 (4) Seek from a current or former employer the previous
28 wages of a prospective employe, except that an employer may seek
29 to confirm prior wage information after an offer of employment
30 with compensation has been made to the prospective employe and

1 the prospective employe responds to the offer by providing prior
2 wage information to support a wage higher than offered by the
3 employer. Under these circumstances, the employer may only seek
4 to confirm prior wages after obtaining written authorization by
5 the prospective employe to do so.

6 (b) An employer may not retaliate against or discharge
7 an employe for any of the following:

8 (1) Complaining about, opposing, instituting a
9 proceeding based on, or attempting or planning to complain about
10 or oppose or institute a proceeding based on, a violation of
11 this act.

12 (2) Testifying or planning to testify against an employer in
13 an action under this act.

14 (3) Assisting an investigation or otherwise participating in
15 an action under this act.

16 (4) Disclosing, inquiring about or discussing
17 wages, benefits or other compensation of the employe or
18 another employe.

19 (c) An employer may not contract with an employe to avoid
20 complying with this act.

21 (d) An employer shall include the expected compensation or
22 the range of expected compensation:

23 (1) for any position the employer publicly advertises as a
24 job opening; and

25 (2) to a prospective employe applying for employment upon
26 reasonable request.

27 Section 4. Sections 5 and 8 of the act are amended to read:

28 Section 5. **[Collection of Unpaid Wages]** Relief.--(a) An
29 employer who wilfully and knowingly violates the provisions of
30 section 3 or 3.1 of this act shall be liable to the employe or

1 employes affected in the amount of [their] the employe's unpaid
2 wages and in addition, an equal amount as liquidated damages, and
3 punitive damages if the violation is found to be intentional or
4 committed with reckless indifference to the employe's or
5 prospective employe's rights under this act, and any other legal
6 and equitable relief as may be appropriate, including employment
7 reinstatement and promotion. Action to recover such wages [and], and
8 damages and legal or equitable relief may be maintained in any
9 court of competent jurisdiction by any one or more employes for
10 and in behalf of himself or themselves and other employes
11 similarly situated. Any agreement between the employer and an
12 employe to work for less than the wage to which such employe is
13 entitled under this act shall be no defense to such action. The
14 court in such action shall, in addition to any wages [and], and
15 damages and other relief, allow a reasonable attorney's fee and
16 costs of the action to the plaintiff. At the request of any
17 employe paid less than the wage to which [he] the employe is
18 entitled under this act, the Secretary of Labor and Industry may
19 take an assignment of such wage claim for collection and shall
20 bring any legal action necessary to collect such claim. The
21 secretary shall not be required to pay the filing fee or other
22 costs in connection with such action. The secretary shall have
23 power to join various claimants against the employer in one
24 cause of action.

25 (b) [Any action pursuant to the provisions of this act must
26 be brought within two years from the date upon which the
27 violation complained of occurs.] An action under this act shall
28 be commenced within three years of the date of the alleged
29 violation. A violation shall be deemed to have occurred when any
30 of the following occurs:

1 (1) A discriminatory compensation decision or other practice
2 is adopted.

3 (2) An employe becomes subject to a discriminatory
4 compensation decision or other practice.

5 (3) An employe is affected by an application of a
6 discriminatory compensation decision or practice, including
7 each time wages, benefits or other compensations are paid,
8 resulting in whole or in part from a discriminatory decision or
9 practice.

10 Section 8. Penalties.--(a) Any employer who wilfully and
11 knowingly violates any provisions of this act, or who
12 retaliates, discharges or in any other manner discriminates
13 against any employe because such employe has made any complaint
14 to [his] an employer, the secretary or any other person who
15 instituted or caused to be instituted any proceeding under or
16 related to this act, or has testified or is about to testify in
17 any such proceedings, shall, upon conviction thereof in a
18 summary proceeding, be sentenced to pay a fine of not less than
19 [fifty dollars (\$50) nor more than two hundred dollars (\$200)]
20 two thousand five hundred dollars (\$2,500) nor more than five
21 thousand dollars (\$5,000), and, upon default in such fine and
22 costs, shall undergo imprisonment for not less than thirty days
23 nor more than sixty days. [Each] Discrimination against each
24 individual employe and each day such a violation continues shall
25 constitute a separate offense.

26 (b) Any employer who fails to keep the records required
27 under this act or to furnish such records to the secretary upon
28 request, or who falsifies such records or who hinders, delays or
29 otherwise interferes with the secretary or [his] the secretary's
30 authorized representatives in the performance of [his] the

1 secretary's duties in the enforcement of this act, or refuses
2 such official entry into any establishment which [he] the
3 employe is authorized by this act to inspect, shall, upon
4 conviction thereof in a summary proceeding, be sentenced to pay
5 a fine of not less than [fifty dollars (\$50) nor more than two
6 hundred dollars (\$200)] two thousand five hundred dollars
7 (\$2,500) nor more than five thousand dollars (\$5,000), and, upon
8 default in such fine and costs, shall undergo imprisonment for
9 not less than thirty days nor more than sixty days. Each day
10 such a violation continues shall constitute a separate offense.

11 Section 5. This act shall take effect in 60 days.