



SENATE OF PENNSYLVANIA BILL SUMMARY

Senate Bill 128 Printer's No. 90

Prime Sponsor: Eichelberger
Committee: Local Government

SYNOPSIS:

Amends Title 53 (Municipalities Generally) to prevent municipalities from enacting employer leave and compensation mandates that are not required by Federal or State law.

SUMMARY:

Adds a new section to Title 53, Section 305. Leave and compensation mandates.

Stipulates that a municipality may not require employers to 1) provide any form of leave, paid or unpaid, not required by Federal or State law and 2) provide compensation for any form of leave not required by Federal or State law.

voids such mandates enacted by a municipality after January 1, 2016.

Clarifies that the new section does not apply to leave mandates for employees of the municipality, nor can it be construed to establish a new leave or compensation mandate for employees of the municipality.

Amendment A00034: Amends the retroactive date from January 1, 2016 to January 1, 2015.

Amendment A00029:

- Requires all employers to provide paid sick leave.
- Sick leave will be earned at a rate of one hour per every 30 hours.
- An employee may not use sick days until after the 90th day of employment.
- Employees may carry over up to 10 days annually of unused sick time.
- Employers are not required to pay out unused time when an employee leaves; however, if an employee returns to employment within 1 year, the employer must reinstate the leave.
- Each employer must provide each employee with written notice of the leave policy.
- Employees can file complaints for violations with the Department of Labor and Industry and employers may be fined up to \$5,000.
- Civil action for violations can be brought by Secretary of L&I, the Attorney General or the employee.

Effective Date: Immediately

BILL HISTORY:

Referred to Local Government, Jan. 19, 2017

Prepared by: Marsicano 1/24/2017