



SENATE OF PENNSYLVANIA BILL SUMMARY

Senate Bill 241 Printer's No. 281

Prime Sponsor: McGarrigle
Committee: Labor and Industry

SYNOPSIS:

Amends the Equal Pay Law to allow employers to consider the level or amount of education, training or experience as factors that may be used to determine wages, prohibit discharge or discrimination against employees filing or supporting a complaint under this Act, and prohibit policies that prevent employees from discussing wages.

SUMMARY:

Allows employers to consider the level or amount of education, training or experience as factors in determining wages. Current law allows a seniority system, a merit system, a system which measures earnings by quantity or quality of production, and a differential based on any factor other than sex as factors employers can utilize in determining wages.

Prohibits employers and labor organizations from discharging or discriminating against an employee who:

- Made a charge, filed a complaint or instituted or caused to be instituted a proceeding under or related to the Act.
- Has testified or is planning to testify in any investigation, proceeding, hearing or action.
- Has inquired about, discussed or disclosed the wages of the employee or another employee.

Prohibits employers and labor organizations from:

- Requiring as a condition of employment that an employee refrain from disclosing wages.
- Requiring an employee to sign a waiver or other document that purports to deny the employee the right to disclose the amount of employee's wages.

Adds that no employer or labor organization may be required to disclose employee wages except as expressly provided by this section of the Law.

Effective Date: 30 days

Prepared by: Kratz 1/31/2017