

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2257 Session of  
1991

INTRODUCED BY VEON, DeWEESE, COHEN, KUKOVICH, KOSINSKI,  
MIHALICH, TRELLO, GIGLIOTTI, SALOOM, KRUSZEWSKI, FEE,  
LAUGHLIN, BILLOW, ACOSTA, TIGUE, FAJT, VAN HORNE, JOSEPHS,  
LEH, FREEMAN, BROUJOS AND BELARDI, DECEMBER 9, 1991

REFERRED TO COMMITTEE ON STATE GOVERNMENT, DECEMBER 9, 1991

AN ACT

1 Amending the act of October 27, 1955 (P.L.744, No.222),  
2 entitled, as amended, "An act prohibiting certain practices  
3 of discrimination because of race, color, religious creed,  
4 ancestry, age or national origin by employers, employment  
5 agencies, labor organizations and others as herein defined;  
6 creating the Pennsylvania Human Relations Commission in the  
7 Department of Labor and Industry; defining its functions,  
8 powers and duties; providing for procedure and enforcement;  
9 providing for formulation of an educational program to  
10 prevent prejudice; providing for judicial review and  
11 enforcement and imposing penalties," further providing for  
12 unlawful discriminatory practices.

13 The General Assembly of the Commonwealth of Pennsylvania  
14 hereby enacts as follows:

15 Section 1. Section 5 of the act of October 27, 1955  
16 (P.L.744, No.222), known as the Pennsylvania Human Relations  
17 Act, is amended by adding a clause to read:

18 Section 5. Unlawful Discriminatory Practices.--It shall be  
19 an unlawful discriminatory practice, unless based upon a bona  
20 fide occupational qualification, or in the case of a fraternal  
21 corporation or association, unless based upon membership in such  
22 association or corporation, or except where based upon

1 applicable security regulations established by the United States  
2 or the Commonwealth of Pennsylvania:

3 \* \* \*

4 (1) For any employer to refuse to hire or to discharge any  
5 individual, or otherwise disadvantage any individual, with  
6 respect to compensation or terms, conditions or privileges of  
7 employment because the individual engages in lawful activities  
8 or uses lawful products off the premises of the employer during  
9 nonworking hours.

10 \* \* \*

11 Section 2. This act shall take effect immediately.