

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL
No. 2097 Session of
1979

INTRODUCED BY PRATT, CAPPABIANCA AND F. TAYLOR,
DECEMBER 10, 1979

REFERRED TO COMMITTEE ON LABOR RELATIONS, DECEMBER 10, 1979

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," making it a
12 discriminatory practice to discriminate between high school
13 diplomas and general education development certificates.

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

16 Section 1. Section 5, act of October 27, 1955 (P.L.744,
17 No.222), known as the "Pennsylvania Human Relations Act," first
18 paragraph reenacted November 27, 1967 (P.L.622, No.284) and
19 November 29, 1967 (P.L.632, No.291), is amended by adding a
20 clause to read:

21 Section 5. Unlawful Discriminatory Practices.--It shall be
22 an unlawful discriminatory practice, unless based upon a bona
23 fide occupational qualification, or in the case of a fraternal

1 corporation or association, unless based upon membership in such
2 association or corporation, or except where based upon
3 applicable security regulations established by the United States
4 or the Commonwealth of Pennsylvania:

5 * * *

6 (k) For any employer to discriminate against an employe or a
7 prospective employe because he only has a general education
8 development certificate as compared to a high school diploma.
9 However, should vocational technical training or other special
10 training be required with regard to a specific position, then
11 such training or special training may be considered by the
12 employer.

13 Section 2. This act shall take effect immediately.