

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL
No. 2118 Session of
2009

INTRODUCED BY MATZIE, D. COSTA, BRENNAN, DeLUCA, FREEMAN,
HARKINS, KORTZ, LENTZ, MAHONEY, PASHINSKI, READSHAW, SANTONI
AND M. SMITH, DECEMBER 4, 2009

REFERRED TO COMMITTEE ON LABOR RELATIONS, DECEMBER 4, 2009

AN ACT

1 Providing for broadcast employee contracts; and providing for
2 enforcement.

3 The General Assembly of the Commonwealth of Pennsylvania
4 hereby enacts as follows:

5 Section 1. Short title.

6 This act shall be known and shall be cited as the Broadcast
7 Employment Free Market Act.

8 Section 2. Definitions.

9 The following words and phrases when used in this act shall
10 have the meanings given to them in this section unless the
11 context clearly indicates otherwise:

12 "Broadcast employee." Any employee of a broadcast industry
13 employer, excluding sales and management employees.

14 "Broadcast industry employer." Television stations and
15 networks, radio stations and networks and cable stations and
16 networks and any associated broadcast entity.

17 Section 3. Prohibitions.

1 A broadcast industry employer shall not require, in any
2 employment contract, that a broadcast employee or prospective
3 broadcast employee refrain from obtaining employment in a
4 specified geographic area for a specific period of time after
5 termination of employment with that broadcast industry employer.

6 Section 4. Contract void and unenforceable.

7 A contract that contains a provision prohibited under section
8 3 shall be void and unenforceable with respect to such
9 provision.

10 Section 5. Violations.

11 Any person who violates the provisions of this act shall be
12 liable for attorney fees and court costs.

13 Section 6. Applicability.

14 This act shall apply to contracts entered into on or after
15 the effective date of this act.

16 Section 7. Effective date.

17 This act shall take effect in 90 days.