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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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HOUSE BILL

No. 846 Session of  
2015

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INTRODUCED BY SCHLOSSBERG, FRANKEL, CALTAGIRONE, YOUNGBLOOD,  
KIM, FREEMAN, BROWNLEE, ACOSTA, SCHREIBER, SCHWEYER,  
SAMUELSON, McNEILL, O'BRIEN, COHEN, STURLA, PASHINSKI,  
M. DALEY, D. COSTA, READSHAW, MURT, KORTZ, SIMS, McCARTER,  
GOODMAN AND ROEBUCK, MARCH 26, 2015

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REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 26, 2015

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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 Governor's Office; defining its functions, powers and duties;  
8 providing for procedure and enforcement; providing for  
9 formulation of an educational program to prevent prejudice;  
10 providing for judicial review and enforcement and imposing  
11 penalties," further providing for definitions.

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

14 Section 1. Section 4 of the act of October 27, 1955  
15 (P.L.744, No.222), known as the Pennsylvania Human Relations  
16 Act, amended December 20, 1991 (P.L.414, No.51), is amended to  
17 read:

18 Section 4. Definitions.--As used in this act unless a  
19 different meaning clearly appears from the context:

20 \* \* \*

21 (b) The term "employer" includes:

1       (1) the Commonwealth or any political subdivision or board,  
2 department, commission or school district thereof and any person  
3 employing four or more persons within the Commonwealth, but  
4 except as hereinafter provided, does not include religious,  
5 fraternal, charitable or sectarian corporations or associations,  
6 except such corporations or associations supported, in whole or  
7 in part, by governmental appropriations[.];

8       [The term "employer"] (2) with respect to discriminatory  
9 practices based on race, color, age, [sex,] national origin or  
10 non-job related handicap or disability, includes religious,  
11 fraternal, charitable and sectarian corporations and  
12 associations employing four or more persons within the  
13 Commonwealth[.]; and

14       (3) with respect to discriminatory practices based on sex,  
15 includes the Commonwealth or any political subdivisions or  
16 board, department, commission or school district thereof and any  
17 person employing one or more persons within this Commonwealth  
18 and includes religious, fraternal, charitable or sectarian  
19 corporations or associations.

20       \* \* \*

21       Section 2. This act shall take effect in 60 days.