

AMENDMENTS TO HOUSE BILL NO. 1822

Sponsor: REPRESENTATIVE SAYLOR

Printer's No. 3503

1 Amend Bill, page 1, lines 1 and 2, by striking out ", as
2 amended,"

3 Amend Bill, page 2, line 3, by inserting after
4 "Commonwealth,"

5 providing for COVID-19 effect on employment; and,

6 Amend Bill, page 2, lines 8 through 10, by striking out all
7 of said lines and inserting

8 Section 1. The act of April 9, 1929 (P.L.343, No.176), known
9 as The Fiscal Code, is amended by adding an article to read:

10 ARTICLE I-B

11 COVID-19 EFFECT ON EMPLOYMENT

12 Section 101-B. Scope of article.

13 This article relates to COVID-19 effect on employment.

14 Section 102-B. Definitions.

15 The following words and phrases when used in this article
16 shall have the meanings given to them in this section unless the
17 context clearly indicates otherwise:

18 "COVID-19." The novel coronavirus as identified in the
19 proclamation of disaster emergency issued by the Governor on
20 March 6, 2020, published at 50 Pa.B. 1644 (March 21, 2020), and
21 any renewal of the state of disaster emergency.

22 Section 103-B. Prohibition.

23 (a) General rule.--As a result of an individual's compliance
24 with an order of isolation or quarantine or with any other
25 control measure relating to COVID-19, the individual's employer
26 may not terminate, deprive, threaten or otherwise coerce the
27 individual with respect to the employment, a seniority position
28 or the benefits of the individual.

29 (b) Construction.--Nothing under subsection (a) shall be
30 construed to require the individual's employer to compensate the
31 individual for employment time lost because of any isolation or
32 quarantine relating to COVID-19.

33 Section 104-B. Violations.

34 (a) Penalty.--An employer violating the provisions of

1 section 103-B shall be subject to the penalty provisions under
2 section 20 of the act of April 23, 1956 (1955 P.L.1510, No.500),
3 known as the Disease Prevention and Control Law of 1955.

4 (b) Civil action.--In addition to penalties under section 20
5 of the Disease Prevention and Control Law of 1955 and
6 notwithstanding any other provision of law, if an employer
7 violates section 103-B, the individual may bring a civil action
8 for recovery of wages and benefits lost as a result of the
9 violation and for an order requiring the reinstatement of the
10 individual. Damages recoverable may not exceed wages and
11 benefits actually lost. If the individual prevails, the
12 individual shall be allowed reasonable attorney fees fixed by
13 the court.

14 Section 2. The definition of "municipality" in section 1602-
15 D of the act is amended to read:

16 Amend Bill, page 2, line 18, by striking out "2" and
17 inserting

18 3

19 Amend Bill, page 4, line 20, by striking out "3" and
20 inserting

21 4

22 Amend Bill, page 4, line 20, by striking out "in 60 days" and
23 inserting

24 immediately