

THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 1375 Session of  
2014

INTRODUCED BY STACK, FONTANA, KASUNIC, SCHWANK, BREWSTER AND  
COSTA, MAY 30, 2014

REFERRED TO LABOR AND INDUSTRY, MAY 30, 2014

AN ACT

1 Providing for broadcast employment contracts.

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

4 Section 1. Short title.

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

7 Section 2. Definitions.

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

11 "Broadcast employee." An employee of a broadcasting industry  
12 employer, excluding sales and management employees.

13 "Broadcast industry employer." A television station,  
14 television network, radio station, radio network, cable station,  
15 cable network or any associated broadcast entity.

16 Section 3. Broadcast employment contracts.

17 A broadcast industry employer shall not require in any

1 employment contract that a broadcast employee or prospective  
2 broadcast employee:

3       (1) Refrain from obtaining employment in a specified  
4 geographic area for a specific period of time after  
5 termination of employment with that broadcasting industry  
6 employer.

7       (2) Disclose the terms of an offer of employment from  
8 any other broadcast industry employer following the  
9 expiration of the term of the employment contract.

10 Section 4. Damages.

11       A person who violates the provisions of section 3 shall be  
12 civilly liable for damages, attorney fees and costs.

13 Section 5. Effective date.

14       This act shall take effect in 60 days.