

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 503 Session of 2023

INTRODUCED BY GUENST, HANBIDGE, SANCHEZ, MADDEN, HILL-EVANS, RABB, HOHENSTEIN, DELLOSO, WARREN, CERRATO AND N. NELSON, MARCH 17, 2023

AS REPORTED FROM COMMITTEE ON STATE GOVERNMENT, HOUSE OF REPRESENTATIVES, AS AMENDED, JUNE 28, 2023

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 findings and declaration of
12 policy, for right to freedom from discrimination in
13 employment, housing and public accommodation, for
14 definitions, for unlawful discriminatory practices, for
15 prohibition of certain real estate practices, for powers and
16 duties of the commission, for educational program and for
17 construction and exclusiveness of remedy.

18 The General Assembly of the Commonwealth of Pennsylvania
19 hereby enacts as follows:

20 Section 1. Sections 2(a) and (b) and 3 of the act of October
21 27, 1955 (P.L.744, No.222), known as the Pennsylvania Human
22 Relations Act, are amended to read:

23 Section 2. Findings and Declaration of Policy.--

24 (a) The practice or policy of discrimination against

1 individuals or groups by reason of their race, color, familial
2 status, marital status, family caregiver status, religious
3 creed, ancestry, age, sex, national origin, POLITICAL <--
4 AFFILIATION, handicap or disability, use of guide or support
5 animals because of the blindness, deafness or physical handicap
6 of the user or because the user is a handler or trainer of
7 support or guide animals is a matter of concern of the
8 Commonwealth. Such discrimination foments domestic strife and
9 unrest, threatens the rights and privileges of the inhabitants
10 of the Commonwealth, and undermines the foundations of a free
11 democratic state. The denial of equal employment, housing and
12 public accommodation opportunities because of such
13 discrimination, and the consequent failure to utilize the
14 productive capacities of individuals to their fullest extent,
15 deprives large segments of the population of the Commonwealth of
16 earnings necessary to maintain decent standards of living,
17 necessitates their resort to public relief and intensifies group
18 conflicts, thereby resulting in grave injury to the public
19 health and welfare, compels many individuals to live in
20 dwellings which are substandard, unhealthful and overcrowded,
21 resulting in racial segregation in public schools and other
22 community facilities, juvenile delinquency and other evils,
23 thereby threatening the peace, health, safety and general
24 welfare of the Commonwealth and its inhabitants.

25 (b) It is hereby declared to be the public policy of this
26 Commonwealth to foster the employment of all individuals in
27 accordance with their fullest capacities regardless of their
28 race, color, religious creed, familial status, marital status,
29 family caregiver status, ancestry, age, sex, national origin,
30 POLITICAL AFFILIATION, handicap or disability, use of guide or <--

1 support animals because of the blindness, deafness or physical
2 handicap of the user or because the user is a handler or trainer
3 of support or guide animals, and to safeguard their right to
4 obtain and hold employment without such discrimination, to
5 assure equal opportunities to all individuals and to safeguard
6 their rights to public accommodation and to secure housing
7 accommodation and commercial property regardless of race, color,
8 familial status, religious creed, ancestry, age, sex, national
9 origin, POLITICAL AFFILIATION, handicap or disability, use of <--
10 guide or support animals because of blindness or deafness of the
11 user or because the user is a handler or trainer of guide or
12 support animals.

13 * * *

14 Section 3. Right to Freedom from Discrimination in
15 Employment, Housing and Public Accommodation.--The opportunity
16 for an individual to obtain employment for which he is
17 qualified, and to obtain all the accommodations, advantages,
18 facilities and privileges of any public accommodation and of any
19 housing accommodation and commercial property without
20 discrimination because of race, color, familial status, marital
21 status, family caregiver status, religious creed, ancestry,
22 handicap or disability, age, sex, national origin, POLITICAL <--
23 AFFILIATION, the use of a guide or support animal because of the
24 blindness, deafness or physical handicap of the user or because
25 the user is a handler or trainer of support or guide animals is
26 hereby recognized as and declared to be a civil right which
27 shall be enforceable as set forth in this act.

28 Section 2. Section 4 of the act is amended by adding
29 clauses to read:

30 Section 4. Definitions.--As used in this act unless a

1 different meaning clearly appears from the context:

2 * * *

3 (bb) The term "family caregiver status" means a person who
4 provides medical or supervisory care to a person related to the
5 caregiver by blood, legal custody or marriage.

6 (cc) The term "marital status" means whether a person is
7 single, married, divorced, separated or widowed.

8 Section 3. Sections 5(a), (b), (c), (f), (g) and (h), 5.3,
9 7(i), (j) and (k), 8 and 12(b) of the act are amended to read:

10 Section 5. Unlawful Discriminatory Practices.--It shall be
11 an unlawful discriminatory practice, unless based upon a bona
12 fide occupational qualification, or in the case of a fraternal
13 corporation or association, unless based upon membership in such
14 association or corporation, or except where based upon
15 applicable security regulations established by the United States
16 or the Commonwealth of Pennsylvania:

17 (a) For any employer because of the race, color, religious
18 creed, ancestry, familial status, marital status, family
19 caregiver status, age, sex, national origin, POLITICAL <--
20 AFFILIATION or non-job related handicap or disability or the use
21 of a guide or support animal because of the blindness, deafness
22 or physical handicap of any individual or independent
23 contractor, to refuse to hire or employ or contract with, or to
24 bar or to discharge from employment such individual or
25 independent contractor, or to otherwise discriminate against
26 such individual or independent contractor with respect to
27 compensation, hire, tenure, terms, conditions or privileges of
28 employment or contract, if the individual or independent
29 contractor is the best able and most competent to perform the
30 services required. The provision of this paragraph shall not

1 apply, to (1) operation of the terms or conditions of any bona
2 fide retirement or pension plan which have the effect of a
3 minimum service requirement, (2) operation of the terms or
4 conditions of any bona fide group or employe insurance plan, (3)
5 age limitations placed upon entry into bona fide apprenticeship
6 programs of two years or more approved by the State
7 Apprenticeship and Training Council of the Department of Labor
8 and Industry, established by the act of July 14, 1961 (P.L.604,
9 No.304), known as "The Apprenticeship and Training Act."

10 Notwithstanding any provision of this clause, it shall not be an
11 unlawful employment practice for a religious corporation or
12 association to hire or employ on the basis of sex in those
13 certain instances where sex is a bona fide occupational
14 qualification because of the religious beliefs, practices, or
15 observances of the corporation, or association.

16 (b) For any employer, employment agency or labor
17 organization, prior to the employment, contracting with an
18 independent contractor or admission to membership, to:

19 (1) Elicit any information or make or keep a record of or
20 use any form of application or application blank containing
21 questions or entries concerning the race, color, religious
22 creed, ancestry, familial status, marital status, family
23 caregiver status, age, sex, national origin, POLITICAL <--
24 AFFILIATION, past handicap or disability or the use of a guide
25 or support animal because of the blindness, deafness or physical
26 handicap of any applicant for employment or membership. Prior to
27 an offer of employment, an employer may not inquire as to
28 whether an individual has a handicap or disability or as to the
29 severity of such handicap or disability. Prior to an offer of
30 employment, an employer may not inquire as to whether an

1 individual intends to have a child. An employer may inquire as
2 to the individual's ability to perform the essential functions
3 of the employment.

4 (2) Print or publish or cause to be printed or published any
5 notice or advertisement relating to employment or membership
6 indicating any preference, limitation, specification or
7 discrimination based upon race, color, religious creed,
8 ancestry, age, sex, national origin, POLITICAL AFFILIATION, non- <--
9 job related handicap or disability or the use of a guide or
10 support animal because of the blindness, deafness or physical
11 handicap of the user.

12 (3) Deny or limit, through a quota system, employment or
13 membership because of race, color, religious creed, ancestry,
14 familial status, marital status, family caregiver status, age,
15 sex, national origin, POLITICAL AFFILIATION, non-job related <--
16 handicap or disability, the use of a guide or support animal
17 because of the blindness, deafness or physical handicap of the
18 user or place of birth.

19 (4) Substantially confine or limit recruitment or hiring of
20 individuals, with intent to circumvent the spirit and purpose of
21 this act, to any employment agency, employment service, labor
22 organization, training school or training center or any other
23 employe-referring source which services individuals who are
24 predominantly of the same race, color, religious creed,
25 ancestry, familial status, marital status, family caregiver
26 status, age, sex, national origin, POLITICAL AFFILIATION or non- <--
27 job related handicap or disability.

28 (5) Deny employment because of a prior handicap or
29 disability.

30 Nothing in clause (b) of this section shall bar any

1 institution or organization for handicapped or disabled persons
2 from limiting or giving preference in employment or membership
3 to handicapped or disabled persons.

4 (c) For any labor organization because of the race, color,
5 religious creed, ancestry, familial status, marital status,
6 family caregiver status, age, sex, national origin, POLITICAL <--
7 AFFILIATION, non-job related handicap or disability or the use
8 of a guide or support animal because of the blindness, deafness
9 or physical handicap of any individual to deny full and equal
10 membership rights to any individual or otherwise to discriminate
11 against such individuals with respect to hire, tenure, terms,
12 conditions or privileges of employment or any other matter,
13 directly or indirectly, related to employment.

14 * * *

15 (f) For any employment agency to fail or refuse to classify
16 properly, refer for employment or otherwise to discriminate
17 against any individual because of his race, color, religious
18 creed, ancestry, familial status, marital status, family
19 caregiver status, age, sex, national origin, POLITICAL <--
20 AFFILIATION, non-job related handicap or disability or the use
21 of a guide or support animal because of the blindness, deafness
22 or physical handicap of the user.

23 (g) For any individual seeking employment to publish or
24 cause to be published any advertisement which in any manner
25 expresses a limitation or preference as to the race, color,
26 religious creed, ancestry, familial status, marital status,
27 family caregiver status, age, sex, national origin, POLITICAL <--
28 AFFILIATION, non-job related handicap or disability or the use
29 of a guide or support animal because of the blindness, deafness
30 or physical handicap of any prospective employer.

1 (h) For any person to:

2 (1) Refuse to sell, lease, finance or otherwise to deny or
3 withhold any housing accommodation or commercial property from
4 any person because of the race, color, familial status, marital
5 status, family caregiver status, age, religious creed, ancestry,
6 sex, national origin, POLITICAL AFFILIATION or handicap or <--
7 disability of any person, prospective owner, occupant or user of
8 such housing accommodation or commercial property, or to refuse
9 to lease any housing accommodation or commercial property to any
10 person due to use of a guide animal because of the blindness or
11 deafness of the user, use of a support animal because of a
12 physical handicap of the user or because the user is a handler
13 or trainer of support or guide animals or because of the
14 handicap or disability of an individual with whom the person is
15 known to have a relationship or association.

16 (1.1) Evict or attempt to evict an occupant of any housing
17 accommodation before the end of the term of a lease because of
18 pregnancy or the birth of a child.

19 (2) Refuse to lend money, whether or not secured by mortgage
20 or otherwise for the acquisition, construction, rehabilitation,
21 repair or maintenance of any housing accommodation or commercial
22 property or otherwise withhold financing of any housing
23 accommodation or commercial property from any person because of
24 the race, color, familial status, marital status, family
25 caregiver status, age, religious creed, ancestry, sex, national
26 origin, POLITICAL AFFILIATION, handicap or disability of any <--
27 person, the use of a guide or support animal because of the
28 blindness, deafness or physical handicap of the user or because
29 the user is a handler or trainer of support or guide animals or
30 because of the handicap or disability of an individual with whom

1 the person is known to have a relationship or association.

2 (3) Discriminate against any person in the terms or
3 conditions of selling or leasing any housing accommodation or
4 commercial property or in furnishing facilities, services or
5 privileges in connection with the ownership, occupancy or use of
6 any housing accommodation or commercial property because of the
7 race, color, familial status, marital status, family caregiver
8 status, age, religious creed, ancestry, sex, national origin,
9 POLITICAL AFFILIATION, handicap or disability of any person, the <--
10 use of a guide or support animal because of the blindness,
11 deafness or physical handicap of the user or because the user is
12 a handler or trainer of support or guide animals or because of
13 the handicap or disability of an individual with whom the person
14 is known to have a relationship or association.

15 (3.1) Refuse to permit, at the expense of a person with a
16 handicap, reasonable modifications of existing premises occupied
17 or to be occupied by such person if such modifications may be
18 necessary to afford such person full enjoyment of the premises,
19 except that, in the case of a rental, the landlord may, where it
20 is reasonable to do so, grant permission for a modification if
21 the renter agrees to restore the interior of the premises to the
22 condition that existed before the modification, with reasonable
23 wear and tear excepted.

24 (3.2) Refuse to make reasonable accommodations in rules,
25 policies, practices or services when such accommodations may be
26 necessary to afford such person equal opportunity to use and
27 enjoy a housing accommodation.

28 (4) Discriminate against any person in the terms or
29 conditions of any loan of money, whether or not secured by
30 mortgage or otherwise for the acquisition, construction,

1 rehabilitation, repair or maintenance of housing accommodation
2 or commercial property because of the race, color, familial
3 status, marital status, family caregiver status, age, religious
4 creed, ancestry, sex, national origin, POLITICAL AFFILIATION or <--
5 handicap or disability of any person, the use of a guide or
6 support animal because of the blindness, deafness or physical
7 handicap of the user or because the user is a handler or trainer
8 of guide or support animals or because of the handicap or
9 disability of an individual with whom the person is known to
10 have a relationship or association.

11 (5) Print, publish or circulate any statement or
12 advertisement: (i) relating to the sale, lease or acquisition of
13 any housing accommodation or commercial property or the loan of
14 money, whether or not secured by mortgage, or otherwise for the
15 acquisition, construction, rehabilitation, repair or maintenance
16 of any housing accommodation or commercial property which
17 indicates any preference, limitation, specification, or
18 discrimination based upon race, color, familial status, marital
19 status, family caregiver status, age, religious creed, ancestry,
20 sex, national origin, POLITICAL AFFILIATION, handicap or <--
21 disability or because of the handicap or disability of an
22 individual with whom the person is known to have a relationship
23 or association, or (ii) relating to the sale, lease or
24 acquisition of any housing accommodation or commercial property
25 which indicates any preference, limitation, specification or
26 discrimination based upon use of a guide or support animal
27 because of the blindness, deafness or physical handicap of the
28 user or because the user is a handler or trainer of support or
29 guide animals.

30 (6) Make any inquiry, elicit any information, make or keep

1 any record or use any form of application, containing questions
2 or entries concerning race, color, familial status, marital
3 status, family caregiver status, age, religious creed, ancestry,
4 sex, national origin, POLITICAL AFFILIATION, handicap or <--
5 disability or because of the handicap or disability of an
6 individual with whom the person is known to have a relationship
7 or association in connection with the sale or lease of any
8 housing accommodation or commercial property or loan of any
9 money, whether or not secured by mortgage or otherwise for the
10 acquisition, construction, rehabilitation, repair or maintenance
11 of any housing accommodation or commercial property, or to make
12 any inquiry, elicit any information, make or keep any record or
13 use any form of application, containing questions or entries
14 concerning the use of a guide or support animal because of the
15 blindness, deafness or physical handicap of the user or because
16 the user is a handler or trainer of support or guide animals, in
17 connection with the lease of any housing accommodation or
18 commercial property.

19 (7) Construct, operate, offer for sale, lease or rent or
20 otherwise make available housing or commercial property which is
21 not accessible.

22 (8) Discriminate in real estate-related transactions, as
23 described by and subject to the following:

24 (i) It shall be unlawful for any person or other entity
25 whose business includes engaging in real estate-related
26 transactions to discriminate against any person in making
27 available such a transaction or in the terms or conditions of
28 such a transaction because of race, color, familial status,
29 marital status, family caregiver status, religious creed,
30 ancestry, national origin, POLITICAL AFFILIATION, sex, age, <--

1 handicap or disability, use of a guide or support animal because
2 of a physical handicap or because the user is a handler or
3 trainer of guide or support animals [or familial status].

4 (ii) Nothing in this act prohibits a person engaged in the
5 business of furnishing appraisals of real property to take into
6 consideration factors other than race, color, familial status,
7 marital status, family caregiver status, religious creed,
8 ancestry, national origin, POLITICAL AFFILIATION, sex, age, <--
9 handicap or disability, use of a guide or support animal because
10 of a physical handicap or because the user is a handler or
11 trainer of guide or support animals [or familial status].

12 (9) Nothing in this clause, regarding age [or], familial
13 status, marital status or family caregiver status shall apply
14 with respect to housing for older persons. A person shall not be
15 held personally liable for monetary damages for a violation of
16 this act if the person reasonably relied, in good faith, on the
17 application of the exemption of this subclause. A person may
18 only prove good faith reliance on the application of the
19 exemption of this subclause by proving that at the time of the
20 act complained of all of the following applied:

21 (i) The person had no actual knowledge that the housing was
22 not eligible for exemption under this subclause.

23 (ii) The owner or manager of the housing had stated
24 formally, in writing, that the housing complied with the
25 requirements for exemption under this subclause.

26 (10) Nothing in this clause shall bar any religious or
27 denominational institution or organization or any charitable or
28 educational organization which is operated, supervised or
29 controlled by or in connection with a religious organization or
30 any bona fide private or fraternal organization from giving

1 preference to persons of the same religion or denomination or to
2 members of such private or fraternal organization or from making
3 such selection as is calculated by such organization to promote
4 the religious principles or the aims, purposes or fraternal
5 principles for which it is established or maintained. Nor shall
6 it apply to the rental of rooms in a landlord-occupied rooming
7 house with a common entrance, nor with respect to discrimination
8 based on sex, the advertising, rental or leasing of housing
9 accommodations in a single-sex dormitory or rooms in one's
10 personal residence in which common living areas are shared.

11 (11) Nothing in this act limits the applicability of the
12 Fair Housing Act and reasonable State or local restrictions on
13 the maximum number of occupants permitted to occupy a dwelling
14 or a reasonable restriction relating to health or safety
15 standards or business necessity. Owners and managers of
16 dwellings may develop and implement reasonable occupancy and
17 safety standards based on factors such as the number and size of
18 sleeping areas or bedrooms and the overall size of a dwelling
19 unit so long as the standards do not violate the Fair Housing
20 Act or State or local restrictions.

21 * * *

22 Section 5.3. Prohibition of Certain Real Estate Practices.--
23 It shall be an unlawful discriminatory practice for any person
24 to:

25 (a) Induce, solicit or attempt to induce or solicit for
26 commercial profit any listing, sale or transaction involving any
27 housing accommodation or commercial property by representing
28 that such housing accommodation or commercial property is within
29 any neighborhood, community or area adjacent to any other area
30 in which there reside, or do not reside, persons of a particular

1 race, color, familial status, marital status, family caregiver
2 status, age, religious creed, ancestry, sex, national origin,
3 POLITICAL AFFILIATION, handicap or disability, or who are guide <--
4 or support animal dependent.

5 (b) Discourage, or attempt to discourage, for commercial
6 profit, the purchase or lease of any housing accommodation or
7 commercial property by representing that such housing
8 accommodation or commercial property is within any neighborhood,
9 community or area adjacent to any other area in which there
10 reside, or may in the future reside in increased or decreased
11 numbers, persons of a particular race, color, familial status,
12 marital status, family caregiver status, age, religious creed,
13 ancestry, sex, national origin, POLITICAL AFFILIATION, handicap <--
14 or disability, or who are guide or support animal dependent.

15 (c) Misrepresent, create or distort a circumstance,
16 condition or incident for the purpose of fostering the
17 impression or belief, on the part of any owner, occupant or
18 prospective owner or occupant of any housing accommodation or
19 commercial property, that such housing accommodation or
20 commercial property is within any neighborhood, community or
21 area adjacent to any other area which would be adversely
22 impacted by the residence, or future increased or decreased
23 residence, of persons of a particular race, color, familial
24 status, marital status, family caregiver status, age, religious
25 creed, ancestry, sex, national origin, POLITICAL AFFILIATION, <--
26 handicap or disability, or who are guide or support animal
27 dependent within such neighborhood, community or area.

28 (d) In any way misrepresent or otherwise misadvertise within
29 a neighborhood or community, whether or not in writing, that any
30 housing accommodation or commercial property within such

1 neighborhood or community is available for inspection, sale,
2 lease, sublease or other transfer, in any context where such
3 misrepresentation or misadvertising would have the effect of
4 fostering an impression or belief that there has been or will be
5 an increase in real estate activity within such neighborhood or
6 community due to the residence, or anticipated increased or
7 decreased residence, of persons of a particular race, color,
8 familial status, marital status, family caregiver status, age,
9 religious creed, ancestry, sex, national origin, POLITICAL <--
10 AFFILIATION, handicap or disability, or the use of a guide or
11 support animal because of the blindness, deafness or physical
12 handicap of the user.

13 Section 7. Powers and Duties of the Commission.--The
14 Commission shall have the following powers and duties:

15 * * *

16 (i) To create such advisory agencies and conciliation
17 councils, local or state-wide, as will aid in effectuating the
18 purposes of this act. The Commission may itself or it may
19 empower these agencies and councils to (1) study the problems of
20 discrimination in all or specific fields of human relationships
21 when based on race, color, familial status, marital status,
22 family caregiver status, religious creed, ancestry, age, sex,
23 national origin, POLITICAL AFFILIATION or handicap or <--
24 disability, and (2) foster, through community effort or
25 otherwise, good will among the groups and elements of the
26 population of the State. Such agencies and councils may make
27 recommendations to the Commission for the development of
28 policies and procedure in general. Advisory agencies and
29 conciliation councils created by the Commission shall be
30 composed of representative citizens, serving without pay, but

1 the Commission may make provision for technical and clerical
2 assistance to such agencies and councils, and for the payment of
3 the expenses of such assistance.

4 (j) To issue such publications and such results of
5 investigations and research as, in its judgment, will tend to
6 promote good will and minimize or eliminate discrimination
7 because of race, color, familial status, marital status, family
8 caregiver status, religious creed, ancestry, age, sex, national
9 origin, POLITICAL AFFILIATION or handicap or disability. <--

10 (k) To submit an annual report for each fiscal year by the
11 following March 31 to the General Assembly, the Labor and
12 Industry Committee of the Senate and the State Government
13 Committee of the House of Representatives and the Governor
14 describing in detail the types of complaints received, the
15 investigations, status of cases, Commission action which has
16 been taken, how many were found to have probable cause, how many
17 were resolved by public hearing and the length of time from the
18 initial complaint to final Commission resolution. It shall also
19 contain recommendations for such further legislation concerning
20 abuses and discrimination because of race, color, familial
21 status, marital status, family caregiver status, religious
22 creed, ancestry, national origin, POLITICAL AFFILIATION, age, <--
23 sex, handicap or disability or the use of a guide or support
24 animal because of the blindness, deafness or physical handicap
25 of the user or because the user is a handler or trainer of
26 support or guide animals, as may be desirable.

27 * * *

28 Section 8. Educational Program.--The Commission, in
29 cooperation with the Department of Education, is authorized to
30 recommend a multicultural educational program, designed for the

1 students of the schools in this Commonwealth and for all other
2 residents thereof, with emphasis on foreign cultural and
3 language studies, as well as on the basic shared precepts and
4 principles of United States culture, in order to promote
5 cultural understanding and appreciation and to further good will
6 among all persons, without regard to race, color, familial
7 status, marital status, family caregiver status, religious
8 creed, ancestry, age, sex, national origin, POLITICAL <--
9 AFFILIATION, handicap or disability.

10 Section 12. Construction and Exclusiveness of Remedy.--

11 * * *

12 (b) Except as provided in subsection (c), nothing contained
13 in this act shall be deemed to repeal or supersede any of the
14 provisions of any existing or hereafter adopted municipal
15 ordinance, municipal charter or of any law of this Commonwealth
16 relating to discrimination because of race, color, familial
17 status, marital status, family caregiver status, religious
18 creed, ancestry, age, sex, national origin, POLITICAL <--
19 AFFILIATION or handicap or disability, but as to acts declared
20 unlawful by section five of this act the procedure herein
21 provided shall, when invoked, be exclusive and the final
22 determination therein shall exclude any other action, civil or
23 criminal, based on the same grievance of the complainant
24 concerned. If the complainant institutes any action based on
25 such grievance without resorting to the procedure provided in
26 this act, such complainant may not subsequently resort to the
27 procedure herein. In the event of a conflict between the
28 interpretation of a provision of this act and the interpretation
29 of a similar provision contained in any municipal ordinance, the
30 interpretation of the provision in this act shall apply to such

1 municipal ordinance.

2 * * *

3 Section 4. This act shall take effect in 60 days.