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Senate of Pennsylvania

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**CO-SPONSORSHIP MEMO #17**

**TO: All Senators**

**FROM: Senator Jane C. Orie**

**SUBJECT: Co-Sponsorship – Prohibiting discrimination in employment based upon marital or familial status.**

**DATE: December 22, 2010**

I plan on re-introducing legislation which prohibits employers from discriminating against individuals in hiring or employment based upon their marital or familial status, including prohibiting them from even asking for an individual's marital or familial status. Both New York and New Jersey Law prohibit employers from asking individuals whether they are married, have children or plan to have children in the near future, during a job interview; and Senate Bill 280 proposes the same for Pennsylvania.

The practice of discriminating based on marital or familial status has implications which reach far beyond simple injustice; it can have negative effects on the economy and government spending. One particular group most often discriminated against in this capacity are single mothers. If employers are able to use marital status and parenthood as grounds to deny employment and single mothers cannot obtain jobs, then our efforts in areas such as welfare reform and job creation will not succeed.

The purpose of this legislation is to guarantee all people an equal opportunity for employment and to ensure education and experience should be the primary focus of the job interview.

Senate Bill 280 was sponsored by Senators: RAFFERTY, KITCHEN, BROWNE, FONTANA, LOGAN, PIPPY, MELLOW, COSTA, O'PAKE, WILLIAMS, LEACH, WARD and WASHINGTON.

If you would like to co-sponsor this legislation please contact Kacie Morrell at 787-6538 or by email at [kmorrell@pasen.gov](mailto:kmorrell@pasen.gov).

JCO/mas