



House of Representatives
COMMONWEALTH OF PENNSYLVANIA
HARRISBURG

MEMORANDUM

TO: Members of the House of Representatives

FROM: Representative Brendan F. Boyle

DATE: October 24, 2011

SUBJECT: Co-Sponsorship of Legislation – The Pennsylvania Fair Employment Opportunity Act

I will soon be introducing legislation to create the Pennsylvania Fair Employment Opportunity Act, which would prohibit employers or employment agencies from discriminating against unemployed workers in job advertisements and hiring.

Currently, there are job advertisements circulating that stipulate that candidates must “be presently employed” or that specifically state that the “unemployed need not apply.” I am truly surprised and saddened by the idea that employers are immediately excluding thousands of qualified and capable workers from even applying for consideration for a work opportunity – especially in light of our current economic conditions. As you may be aware, more than 500,000 Pennsylvanians are out of work. What's more, the US Bureau of Labor Statistics reports that more than 44% of these individuals have been looking for jobs for more than six months.

My legislation will support our efforts to help residents seeking reemployment. “Unemployed need not apply” ads and similar actions by employers are unnecessary road blocks and should be swiftly removed. Specifically, my legislation will create a complaint process within the Department of Labor & Industry and authorize administrative fines for employers or employment agencies that run such advertisements or refuse to consider unemployed candidates.

I hope that you will join me in co-sponsoring this important legislation. If you would like to be added, please contact Kristen Womelsdorf at Kwomelsd@pahouse.net or 717-787-3055.