

## AN ACT

1 Providing Statewide uniformity regarding vacation and other  
2 forms of leave mandated by political subdivisions.

3 The General Assembly finds that any mandate requiring an  
4 employer to provide vacation and other forms of leave to an  
5 employee or class of employees in this Commonwealth is a matter  
6 of Statewide concern and that the enactment of any mandate by a  
7 political subdivision in this Commonwealth requiring an employer  
8 to provide an employee or class of employees with vacation or  
9 other forms of leave, paid or unpaid, that is not required by  
10 Federal or State law, or the administration by a political  
11 subdivision of Federally mandated or State-mandated leave in a  
12 manner incongruous with Federal and State law, would defeat  
13 Statewide uniformity.

14 The General Assembly of the Commonwealth of Pennsylvania  
15 hereby enacts as follows:

16 Section 1. Short title.

17 This act shall be known and may be cited as the Leave Policy

1 Act.

2 Section 2. Definitions.

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

6 "Employee." As defined in section 3 of the act of January  
7 17, 1968 (P.L.11, No.5), known as The Minimum Wage Act of 1968.

8 "Employer." As defined in section 3 of the act of January  
9 17, 1968 (P.L.11, No.5), known as The Minimum Wage Act of 1968.

10 "Political subdivision." Any county, city, borough,  
11 incorporated town, township, school district, vocational school  
12 district and county institution district.

13 Section 3. Mandate prohibition.

14 A political subdivision in this Commonwealth may not enact or  
15 administer a mandate requiring an employer to provide an  
16 employee or class of employees with vacation or other forms of  
17 leave from employment, paid or unpaid, that is not required by  
18 Federal or State law, and may not require an employer to  
19 compensate an employee for any vacation or other forms of leave  
20 for which Federal or State law does not require the employee to  
21 be compensated.

22 Section 4. Applicability.

23 This act does not apply to any mandate enacted by a political  
24 subdivision of this Commonwealth affecting vacation or other  
25 forms of leave for an employee or class of employees of the  
26 political subdivision.

27 Section 5. Inconsistent mandate.

28 Any mandate enacted by a political subdivision of this  
29 Commonwealth that is inconsistent with this act and that is in  
30 effect on the effective date of this act is void.

1 Section 6. Effective date.

2 This act shall take effect immediately.