INTRODUCED BY DELLOSO, ULLMAN, DONATUCCI, RABB, MADDEN,
SCHLOSSBERG, LEE, RAVENSTAHLL, SHUSTERMAN, READSHAW, NEILSON,
HILL-EVANS, ISAACSON, McNEILL, WILLIAMS, HARRIS, KIM, HOWARD,
ROZZI, MALAGARI, CIRESI, FRANKEL, SCHWEYER, BURGOS, GREEN,
DAVIDSON, BRIGGS AND OTTEN, MARCH 13, 2020

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 13, 2020

AN ACT

Amending the act of April 23, 1956 (1955 P.L.1510, No.500),
entitled "An act providing for the prevention and control of
communicable and non-communicable diseases including venereal
diseases, fixing responsibility for disease prevention and
control, requiring reports of diseases, and authorizing
treatment of venereal diseases, and providing for premarital
and prenatal blood tests; amending, revising and
consolidating the laws relating thereto; and repealing
certain acts," providing for effect on employment.

The General Assembly of the Commonwealth of Pennsylvania

hereby enacts as follows:

Section 1. The act of April 23, 1956 (1955 P.L.1510,
No.500), known as the Disease Prevention and Control Law of
1955, is amended by adding a section to read:

Section 16.1. Effect on Employment.--

(a) As a result of an individual's compliance with an order
of isolation or quarantine or with any other control measure
under this act, the individual's employer may not terminate,
deprive, threaten or otherwise coerce the individual with
respect to the employment, a seniority position or the benefits
of the individual. Nothing in this subsection shall be construed
to require the individual's employer to compensate the
individual for employment time lost because of any isolation or
quarantine under this act.

(b) An employer violating the provisions of subsection (a)
shall be subject to the penalty provisions under section 20. In
addition to penalties under section 20 and notwithstanding any
other provision of law, if an employer violates subsection (a),
the individual may bring a civil action for recovery of wages
and benefits lost as a result of the violation and for an order
requiring the reinstatement of the individual. Damages
recoverable may not exceed wages and benefits actually lost. If
the individual prevails, the individual shall be allowed
reasonable attorney fees fixed by the court.

Section 2. This act shall take effect immediately.