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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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HOUSE BILL

No. 184 Session of  
2015

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INTRODUCED BY GROVE, JAMES, GREINER, SAYLOR, TALLMAN, BARRAR,  
BLOOM, MCGINNIS, MENTZER, TOOHIL, DIAMOND, CORBIN, TOPPER,  
PETRI, EVERETT, FEE, GRELL, KAUFFMAN AND PICKETT,  
JANUARY 23, 2015

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REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, JANUARY 23, 2015

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AN ACT

1 Amending Title 53 (Municipalities Generally) of the Pennsylvania  
2 Consolidated Statutes, in preemptions, providing for leave  
3 and compensation mandates.

4 The General Assembly of the Commonwealth of Pennsylvania  
5 hereby enacts as follows:

6 Section 1. Title 53 of the Pennsylvania Consolidated  
7 Statutes is amended by adding a section to read:

8 § 305. Leave and compensation mandates.

9 (a) General rule.--A municipality may not:

10 (1) enact or administer a mandate requiring an employer  
11 to provide an employee or class of employees with vacation or  
12 other forms of leave from employment, paid or unpaid, that is  
13 not required by Federal or State law; or

14 (2) require an employer to compensate an employee for  
15 any vacation or other forms of leave for which Federal or  
16 State law does not require the employee to be compensated.

17 (b) Inconsistent mandate.--This section may not be construed

1 to invalidate a mandate enacted by a municipality prior to the  
2 effective date of this section. A mandate enacted by a  
3 municipality that is inconsistent with this section and enacted  
4 after the effective date of this section is void.

5 (c) Applicability.--This section shall not apply to a  
6 mandate enacted by a municipality affecting vacation or other  
7 forms of leave for an employee or class of employees of the  
8 municipality.

9 (d) Construction.--The provisions of this section may not be  
10 construed to establish a new mandate relating to compensation,  
11 vacation or other forms of leave from employment by a  
12 municipality.

13 (e) Definitions.--As used in this section, the following  
14 words and phrases shall have the meanings given to them in this  
15 subsection unless the context clearly indicates otherwise:

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

18 "Employer." As defined in section 3 of The Minimum Wage Act  
19 of 1968.

20 "Municipality." A county, city, borough, incorporated town,  
21 township, home rule charter, optional charter or optional plan  
22 municipality, school district or a similar general purpose unit  
23 of government that may be created by the General Assembly.

24 Section 2. This act shall take effect immediately.