
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 501 Session of
2015

INTRODUCED BY EICHELBERGER, SCARNATI, BARTOLOTTA, YAW, AUMENT,
CORMAN, FOLMER, WHITE, SMUCKER, HUTCHINSON, STEFANO, ALLOWAY,
VULAKOVICH, GORDNER, MENSCH AND WAGNER, FEBRUARY 20, 2015

AS REPORTED FROM COMMITTEE ON STATE GOVERNMENT, HOUSE OF
REPRESENTATIVES, AS AMENDED, JANUARY 26, 2016

AN ACT

1 Providing for protection of paychecks of certain workers and for
2 the collection of political contributions.

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

5 Section 1. Short title.

6 This act shall be known and may be cited as the Protection of
7 Employee Wages Act or Mary's Law.

8 Section 2. Public policy.

9 The General Assembly finds and declares that it is the public
10 policy of this Commonwealth and the purpose of this act to
11 promote orderly and constructive relationships between employers
12 and their employees and that this overall policy may be
13 accomplished, at least in part, by ensuring public employers do
14 not collect money intended for political or other inappropriate
15 purposes from the wages of public employees.

16 Section 3. Definitions.

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

4 "Political contribution." Money or funds appropriated to be
5 used for:

6 (1) a contribution, as defined in section 1621 of the
7 act of June 3, 1937 (P.L.1333, No.320), known as the
8 Pennsylvania Election Code;

9 (2) an independent expenditure, as defined in section
10 1621 of the Pennsylvania Election Code;

11 (3) an expenditure, as defined in section 1621 of the
12 Pennsylvania Election Code;

13 (4) lobbying, as defined in 65 Pa.C.S. § 13A03 (relating
14 to definitions);

15 (5) a voter registration drive;

16 (6) a get-out-the-vote drive; or

17 (7) any other electoral, political or legislative
18 purpose.

19 "Public employee." An individual employed by a public
20 employer, including a public school employee under the act of
21 March 10, 1949 (P.L.30, No.14), known as the Public School Code
22 of 1949.

23 "Public employer." The Commonwealth, a political
24 subdivision, a school district, and any officer, board,
25 commission, agency, authority or other instrumentality thereof.

26 "Wages." Hourly rates of pay, salary or other form of
27 compensation due to an employee for services rendered.

28 Section 4. Protection of public employee wages.

29 ~~(a) Paycheck protection.~~ A public employer may not deduct
30 from the wages of a public employee money or funds to be used

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1 for political contributions, except as required by a valid
2 collective bargaining agreement entered into between a public
3 employer and a representative of its employees prior to the
4 effective date of this section. No individual or organization
5 shall seek to have a political contribution deducted from the
6 wages of a public employee. A collective bargaining agreement
7 entered into, renewed or extended on or after the effective date
8 of this section shall not contain provisions authorizing or
9 requiring the deduction of political contributions.

10 ~~(b) Applicability. Nothing in this section shall be~~ <--
11 ~~construed to preclude a public employer from:~~

12 ~~(1) deducting a designated amount for a charitable~~
13 ~~contribution expressly authorized by an employee; or~~

14 ~~(2) if required to do so by a collective bargaining~~
15 ~~agreement entered into with a representative of its~~
16 ~~employees, deducting from the wages of an employee~~
17 ~~organization member an amount equal to, but not greater than,~~
18 ~~a "fair share fee" as defined in section 2215(a) of the act~~
19 ~~of April 9, 1929 (P.L.177, No.175), known as The~~
20 ~~Administrative Code of 1929, and section 2 of the act of June~~
21 ~~2, 1993 (P.L.45, No.15), known as the Public Employee Fair~~
22 ~~Share Fee Law.~~

23 Section 5. Effective date.

24 This act shall take effect as follows:

25 (1) Section 4 shall take effect in 60 days.

26 (2) The remainder of this act shall take effect
27 immediately.