
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 308 Session of
2021

INTRODUCED BY DIAMOND, CIRESI, HILL-EVANS, KEEFER, MILLARD AND
RYAN, JANUARY 27, 2021

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, JANUARY 27, 2021

AN ACT

1 Amending the act of March 10, 1949 (P.L.30, No.14), entitled "An
2 act relating to the public school system, including certain
3 provisions applicable as well to private and parochial
4 schools; amending, revising, consolidating and changing the
5 laws relating thereto," in collective bargaining, further
6 providing for matters of inherent managerial policy.

7 The General Assembly of the Commonwealth of Pennsylvania
8 hereby enacts as follows:

9 Section 1. Section 1112-A of the act of March 10, 1949
10 (P.L.30, No.14), known as the Public School Code of 1949, is
11 amended to read:

12 Section 1112-A. Matters of Inherent Managerial Policy.--
13 Employers shall not be required to bargain over matters of
14 inherent managerial policy. Those matters shall include, but
15 shall not be limited to, such areas of discretion or policy as
16 the functions and programs of the employer, standards of
17 services, its overall budget, utilization of technology, the
18 organizational structure and selection and direction of
19 personnel. The matters shall include the employer's policies
20 with respect to termination or suspension of an employe for

1 engaging in sexual misconduct as defined in section 111.1(n).
2 Employers, however, shall be required to meet and discuss on
3 policy matters affecting wages, hours and terms and conditions
4 of employment as well as the impact thereon upon request by
5 employe representatives.

6 Section 2. This act shall take effect in 60 days.