

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 356 Session of 2023

INTRODUCED BY ISAACSON, BURGOS, HILL-EVANS, HOHENSTEIN, HOWARD, KINSEY, MADDEN, RABB, SANCHEZ AND D. WILLIAMS, MARCH 13, 2023

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 13, 2023

AN ACT

1 Amending the act of December 17, 1959 (P.L.1913, No.694),
 2 entitled "An act prohibiting discrimination in rate of pay
 3 because of sex; conferring powers and imposing duties on the
 4 Department of Labor and Industry; and prescribing penalties,"
 5 providing for pay ranges.

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

8 Section 1. The act of December 17, 1959 (P.L.1913, No.694),
 9 known as the Equal Pay Law, is amended by adding a section to
 10 read:

11 Section 3.1. Pay Ranges.--(a) An employer shall provide the
 12 pay range and the factors the employer considers in setting pay
 13 ranges to:

14 (1) an applicant for a position offered in a job posting;
 15 and

16 (2) an employe who is a candidate for a position offered as
 17 an internal transfer or promotion.

18 (b) If no pay range exists, an employer shall provide the
 19 minimum wage or salary set by the employer before the employer

1 posted the position or offered an internal transfer or
2 promotion.

3 (c) Upon hiring an employe, and annually thereafter, an
4 employer shall provide the employe, in writing, the pay range
5 for the employe's job title and for jobs within the employer's
6 business that are substantially similar with respect to the
7 skill, effort and responsibility required to perform the jobs
8 and the conditions under which the jobs are performed.

9 (d) This section applies to employers with 15 or more
10 employes.

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