
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 368 Session of
2023

INTRODUCED BY ISAACSON, SCHLOSSBERG, GIRAL, HILL-EVANS,
HOHENSTEIN, MADDEN AND SANCHEZ, MARCH 14, 2023

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 14, 2023

AN ACT

1 Amending the act of December 12, 1986 (P.L.1559, No.169),
2 entitled "An act providing protection for employees who
3 report a violation or suspected violation of State, local or
4 Federal law; providing protection for employees who
5 participate in hearings, investigations, legislative
6 inquiries or court actions; and prescribing remedies and
7 penalties," further providing for remedies and for
8 enforcement.

9 The General Assembly of the Commonwealth of Pennsylvania
10 hereby enacts as follows:

11 Section 1. Sections 4(a) and 5 of the act of December 12,
12 1986 (P.L.1559, No.169), known as the Whistleblower Law, are
13 amended to read:

14 Section 4. Remedies.

15 (a) Civil action.--A person who alleges a violation of this
16 act may bring a civil action in a court of competent
17 jurisdiction, with a right of trial by jury, for appropriate
18 injunctive relief or damages, or both, within [180 days] two
19 years after the occurrence of the alleged violation.

20 * * *

21 Section 5. Enforcement.

1 (a) Relief that may be ordered.--

2 (1) A court or jury, in rendering a judgment in an
3 action brought under this act, shall order, as the court or
4 jury considers appropriate, reinstatement of the employee,
5 the payment of back wages, full reinstatement of fringe
6 benefits and seniority rights, actual damages or any
7 combination of these remedies.

8 (2) A court or jury shall also award the complainant all
9 or a portion of the costs of litigation, including reasonable
10 attorney fees and witness fees, if the complainant prevails
11 in the civil action.

12 (b) Punitive damages.--The complainant may also recover
13 punitive damages if the complainant demonstrates that the
14 defendant engaged in an unlawful retaliatory or discriminatory
15 practice in violation of section 3 with malice or reckless
16 indifference to the rights of the complainant protected under
17 this act.

18 Section 2. The amendment of sections 4(a) and 5 of the act
19 shall not be construed to affect an action or proceeding
20 commenced or right accrued before the effective date of this
21 section.

22 Section 3. This act shall take effect in 90 days.