

THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 164 Session of
2023

INTRODUCED BY TARTAGLIONE, SCHWANK, DILLON, COLLETT, FONTANA,
HAYWOOD, HUGHES, BREWSTER, KANE, SANTARSIERO, SAVAL, COSTA
AND KEARNEY, JANUARY 19, 2023

REFERRED TO LABOR AND INDUSTRY, JANUARY 19, 2023

AN ACT

1 Providing for regulation of the meat packing and food processing
2 industry by creating facility health and safety committees in
3 the workplace; establishing the industry workers' rights
4 coordinator within the Department of Labor and Industry; and
5 providing for public health emergency protections for
6 workers.

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

9 Section 1. Short title.

10 This act shall be known and may be cited as the Meat Packing
11 and Food Processing Protection Act.

12 Section 2. Definitions.

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

16 "Department." The Department of Labor and Industry of the
17 Commonwealth.

18 "Employee." An individual who is employed by a meatpacking,
19 meat processing or food processing facility licensed under the

act of July 9, 1968 (P.L.304, No.151), known as the Pennsylvania Meat and Poultry Hygiene Law of 1968.

"Employer." A business located in this Commonwealth and licensed under the Pennsylvania Meat and Poultry Hygiene Law of 1968.

"Facility." The location of an employer that the employees perform job-related duties or the following occurs, but not limited to:

- (1) slaughtering or butchering;
- (2) meat canning, meatpacking or meat manufacturing;
- (3) poultry canning, packing or manufacturing;
- (4) pet food manufacturing;
- (5) egg production;
- (6) processing of meatpacking products;
- (7) commercial packaging; or
- (8) the making, cooking, mixing, processing, bottling, baking, canning, freezing, packing or rendering of meat products.

"Facility health and safety committee" or "committee." A committee authorized and established under section 5.

"Industry workers' rights coordinator" or "coordinator." The coordinator appointed by the secretary under section 5(j).

"Public health emergency." One or more of the following occurrences:

- (1) Imminent threat of an illness or health condition caused by epidemic or pandemic disease.
- (2) A novel and highly fatal infectious agent or biological toxin that poses a substantial risk of a significant number of human fatalities or permanent or long-term disability.

1 (3) A declaration by the Governor of disaster emergency
2 under 35 Pa.C.S. § 7301(c) (relating to general authority of
3 Governor) issued because of an occurrence described in
4 paragraph (1) or (2).

5 (4) A Federal public health emergency declared by the
6 Secretary of Health and Human Services.

7 (5) A national public health emergency declared by the
8 President of the United States.

9 "Secretary." The Secretary of Labor and Industry of the
10 Commonwealth.

11 Section 3. Training provided by employer.

12 (a) General rule.--Upon hire, an employer shall provide to
13 an employee in the language that the employee speaks, if at
14 least 5% of the employer's workforce speaks the language,
15 information on the following:

16 (1) Health risks directly associated with the duties of
17 employment, including repetitive strain injuries,
18 musculoskeletal disorders and respiratory hazards.

19 (2) The employee's right to seek medical care for
20 injuries that occur as a result of employment.

21 (3) A summary of the rights and requirements under 29
22 U.S.C. Ch. 15 (relating to occupational safety and health)
23 and related Federal regulations.

24 (4) The facility health and safety committee established
25 under section 5.

26 (5) The employee's right to paid sick time off as
27 provided under section 4.

28 (b) Training provided.--

29 (1) An employer shall provide worker safety training to
30 new employees during normal working hours and at the standard

1 rate of compensation.

2 (2) Training shall be available in languages spoken by
3 at least 5% of employees.

4 (3) Training shall be provided without a penalty imposed
5 by the employer.

6 (4) An employee shall have the right to additional
7 training, upon request, within 30 days of the employee's hire
8 date.

9 Section 4. Sick and medical benefits.

10 (a) Paid sick time.--

11 (1) An employer shall provide employees who work full
12 time not less than seven paid sick days, paid at the regular
13 rate of pay, to be used for illness or injury annually. Paid
14 sick time may be used for care to the employee or for care to
15 a sick or injured immediate family member. Unused paid sick
16 time shall carry forward to the next calendar year.

17 (2) An employer shall provide employees who work part
18 time five paid sick days, paid at the regular rate of pay, to
19 be used for illness or injury annually. Paid sick time may be
20 used to care for the employee or to care for a sick or
21 injured immediate family member. Unused paid sick time shall
22 carry forward to the next calendar year.

23 (b) Medical transportation.--If an employee is injured or
24 becomes ill at the facility as a result of duties associated
25 with the employee's employment and requires immediate emergency
26 medical attention that cannot be acquired from an on-site
27 licensed medical professional, the employer shall pay for out-
28 of-pocket expenses not covered by an insurance plan associated
29 with the emergency medical transportation.

30 (c) Penalties prohibited.--An employer may not penalize an

1 employee who exercises the employee's rights under this section.

2 Section 5. Facility health and safety committee.

3 (a) Establishment.--An employer shall establish and
4 administer a joint labor-management facility health and safety
5 committee to help reduce the risk of injury and unsafe
6 conditions at the facility.

7 (b) Committee membership.--

8 (1) The committee membership shall represent all primary
9 operations of the workplace.

10 (2) The committees shall be composed of a minimum of two
11 employer-representatives and a minimum of two employee-
12 representatives.

13 (3) Employer-representatives must be individuals who,
14 regardless of job title or labor organization affiliation,
15 and based upon an examination of that individual's authority
16 or responsibility, perform one or more of the following
17 duties:

18 (i) Select or hire an employee.

19 (ii) Remove or terminate an employee.

20 (iii) Direct the manner of employee performance.

21 (iv) Control an employee.

22 (4) Employee-representatives must be individuals who
23 perform services for an employer for valuable consideration
24 and do not possess the authority or responsibility described
25 in paragraph (3).

26 (5) An individual may not function as both an employer-
27 representative and an employee-representative.

28 (6) If a collective bargaining agreement is in place at
29 the facility:

30 (i) Paragraph (4) shall not apply.

1 (ii) The union may select the employee-
2 representatives.

3 (iii) Employee-representatives may be union
4 representatives who are not employees at the facility.

5 (c) Committee formation.--

6 (1) An employer that has only one workplace within this
7 Commonwealth shall form a single workplace safety committee
8 at the workplace.

9 (2) An employer that has more than one workplace within
10 this Commonwealth shall form separate and individual safety
11 committees at each facility within this Commonwealth.

12 (3) The committee shall be composed of at least an equal
13 number of employer and employee representatives.

14 (4) The committee shall establish procedures that retain
15 a core group of experienced members to serve on the committee
16 at all times.

17 (5) Employee representatives of the committees shall:

18 (i) Be permitted to take reasonable time from work
19 to perform committee duties, without loss of pay or
20 benefits.

21 (ii) Join the committee for a continuous term of one
22 year from the date of the first meeting attended.

23 (d) Committee responsibilities.--The facility health and
24 safety committee shall have the responsibilities of:

25 (1) Representing the accident and illness prevention
26 concerns of employees for the employer.

27 (2) Reviewing the employer's hazard detection and
28 accident and illness prevention programs and formulating
29 written proposals.

30 (3) Establishing procedures for periodic workplace

1 inspections by the committee for the purpose of locating and
2 identifying health and safety hazards. The locations and
3 identity of hazards shall be documented in writing, and the
4 committee shall make proposals to the employer regarding
5 correction of the hazards.

6 (4) Conducting review of incidents resulting in work-
7 related deaths, injuries and illnesses and of complaints
8 regarding health and safety hazards made by committee members
9 or other employees.

10 (5) Conducting follow-up evaluations of newly
11 implemented health and safety equipment or health and safety
12 procedures to assess effectiveness.

13 (6) Establishing a system to allow the committee members
14 to obtain safety-related proposals, reports of hazards or
15 other information directly from individuals involved in the
16 operation of the workplace.

17 (7) Developing operating procedures, including rules or
18 bylaws prescribing the committees' duties.

19 (8) Developing and maintaining membership lists.

20 (9) Developing a written agenda for meetings.

21 (10) Maintaining committee meeting attendance lists.

22 (11) Taking and maintaining minutes of a committee
23 meeting that the employer shall review. Copies of minutes
24 shall be posted or made available for all employees and shall
25 be sent to each committee member.

26 (12) Ensuring that the reports, evaluations and
27 proposals of the committees become part of the minutes of the
28 meeting which shall include:

29 (i) Inspection reports.

30 (ii) Reports on specific hazards and corrective

1 measures taken.

2 (iii) Reports on workplace injuries or illnesses.

3 (iv) Management responses to committee reports.

4 (e) Committee meetings.--

5 (1) A quorum of committee members shall meet at least
6 monthly. A quorum shall consist of at least two-thirds
7 membership being present.

8 (2) All decisions made by the committee at a meeting
9 shall be made by a majority vote.

10 (f) Committee member training.--An employer shall provide
11 adequate, annual training programs for each committee member.
12 Committee member training shall, at a minimum, address:

13 (1) Hazard detection and inspection.

14 (2) Accident and illness prevention and investigation,
15 including substance abuse awareness and prevention training,
16 safety committee structure and operation.

17 (3) Other health and safety concerns specific to the
18 business of the employer.

19 (g) Committee training records.--An employer shall provide
20 verification of trainer qualifications to the industry workers'
21 rights coordinator appointed under subsection (j) and supplying,
22 as necessary, documentation supporting individual trainer
23 qualifications. The employer shall maintain written records of
24 facility health and safety committee training, including:

25 (1) The names of committee members trained.

26 (2) The dates of training.

27 (3) The training time period.

28 (4) The training methodology.

29 (5) The names and credentials of personnel conducting
30 the training.

1 (6) The names of training organizations sponsoring
2 training, if applicable.

3 (7) The training location.

4 (8) The training topics.

5 (h) Interference prohibited.--An employer may not interfere
6 with the selection of employee representatives to serve on the
7 committee or the ability for employee representatives to perform
8 the duties authorized under this section.

9 (i) Loss of pay prohibited during training.--An employer
10 shall permit committee members to attend a training without loss
11 of pay.

12 (j) Industry workers' rights coordinator.--

13 (1) The secretary shall appoint in the department an
14 industry workers' rights coordinator to help enforce this
15 section.

16 (2) The coordinator shall review and investigate
17 complaints and make recommendations on worker health and
18 safety standards of employers in this Commonwealth.

19 (3) An employer shall provide the coordinator full
20 access to facility operations at times that employees are
21 performing job-related duties at the facility.

22 (4) The coordinator, either on the coordinator's
23 initiative or in response to a complaint, shall investigate
24 an employer's compliance with this section.

25 Section 6. Public health emergency response.

26 (a) General rule.--After a declaration of a public health
27 emergency, in consultation with the Secretary of Health, the
28 department shall create and publish, in English, Spanish and any
29 language spoken by at least 5% of the workforce in this
30 Commonwealth, a model infectious disease exposure prevention

1 plan and a model infectious disease exposure prevention standard
2 to address the public health emergency specific to the
3 meatpacking and food processing industry to prevent infectious
4 disease exposure and spread, and to protect employees and the
5 food chain from exposure to infectious disease.

6 (b) Plan contents.--

7 (1) Each model infectious disease exposure prevention
8 plan and model infectious disease exposure prevention
9 standard shall take into account the types of risks present
10 at industry facilities, including:

11 (i) A facility's maximum occupancy.

12 (ii) The proximity of workstations to each other and
13 the proximity of employees to each other.

14 (iii) Access to personal protective equipment.

15 (iv) The ability to socially distance while
16 performing job duties.

17 (2) Each model infectious disease exposure prevention
18 plan and model infectious disease exposure prevention
19 standard shall take into consideration all applicable
20 Federal, State and local established standards.

21 (3) The models shall include establishing requirements
22 on procedures and methods for:

23 (i) Employee health screenings.

24 (ii) Face coverings at no cost to the employee.

25 (iii) Required personal protective equipment
26 applicable to the industry for eyes, face, head and
27 extremities, protective clothing, respiratory devices and
28 protective shields and barriers that shall be provided,
29 used and maintained in a sanitary and reliable condition
30 at the expense of the employer.

1 (iv) Accessible facility hand hygiene stations to
2 maintain healthy hand hygiene, and that employers provide
3 adequate break times for workers to use hand-washing
4 facilities as needed.

5 (v) Regular cleaning and disinfecting of shared
6 equipment and frequently touched surfaces, including
7 workstations, equipment, door handles, railings and all
8 surfaces and washable items in other high-risk areas,
9 including restrooms, dining areas, break rooms and locker
10 rooms.

11 (vi) Effective social distancing for employees as
12 the risk of illness may warrant, including options for
13 social distancing, including sign postage or markers,
14 increasing physical space between workers at the
15 facility, limiting the maximum occupancy of facilities,
16 reconfiguring spaces where workers congregate or
17 implementing flexible work hours such as staggered
18 shifts.

19 (vii) Compliance with mandatory or precautionary
20 orders of isolation or quarantine that have been issued
21 to employees.

22 (viii) Compliance with applicable engineering
23 controls, including proper air flow, exhaust ventilation
24 or other special design requirements.

25 (ix) Designation of one or more supervisory
26 employees to enforce compliance with the infectious
27 disease exposure prevention plan and other Federal, State
28 or local guidance related to avoidance of spreading an
29 infectious disease as applicable to employees.

30 (x) Compliance with applicable laws, rules,

1 regulations, standards or guidance on notification to
2 employees and relevant Federal, State and local agencies
3 of potential exposure to infectious disease at the
4 facility.

5 (xi) Verbal review of infectious disease standards,
6 employer policies and employee rights under this section,
7 including an employee's right to an interpreter for the
8 purpose of reviewing infectious disease standards.

9 (xii) Anti-retaliation provisions.

10 Section 7. Employer duties during public health emergency.

11 (a) Adoption of plan.--

12 (1) Upon declaration of a public health emergency, an
13 employer shall adopt an infectious disease exposure
14 prevention plan either through adopting the model infectious
15 disease exposure prevention plan developed by the department
16 under section 6 that applies to the employer's industry or by
17 designing, adopting and implementing an infectious disease
18 exposure prevention plan that equals or exceeds the model
19 plan developed by the department.

20 (2) If the employer does not adopt the model plan, the
21 adopted plan shall be made in consultation with the designee
22 from the collective bargaining agreement, if any, and the
23 facility health and safety committee.

24 (b) Distribution of plan to employees.--

25 (1) Employers shall distribute, in writing, the
26 infectious disease prevention plan adopted under subsection
27 (a) to each employee in the language that the employee
28 speaks, for each language spoken by at least 5% of the
29 workforce.

30 (2) The infectious disease prevention plan shall be

1 posted in visible and prominent locations within the
2 facility, including break areas, restrooms, dining areas and
3 locker rooms.

4 (c) Adverse action prohibited.--An employer or employer's
5 agent may not threaten, retaliate against or take adverse action
6 against an employee for:

7 (1) Exercising the employee's rights under this section
8 or under the applicable infectious disease exposure
9 prevention plan.

10 (2) Reporting violations of this section or the
11 applicable infectious disease exposure prevention plan to a
12 Federal, State or local government entity, public officer or
13 elected official.

14 (3) Reporting an infectious disease exposure concern, or
15 seeking assistance or intervention with respect to airborne
16 infectious disease exposure concerns, to the employer,
17 Federal, State or local government entity, public officer or
18 elected official.

19 (4) Refusing to work where the employee reasonably
20 believes, in good faith, that the work exposes the employee,
21 or other workers or the public, to an unreasonable risk of
22 exposure to an infectious disease due to the existence of
23 working conditions that are inconsistent with law, rule,
24 policy or order of a governmental entity, including the
25 minimum standards provided by the model infectious disease
26 exposure prevention standard, if:

27 (i) the employee, another employee or employee
28 representative notified the employer of the inconsistent
29 working conditions and the employer failed to cure the
30 conditions; or

1 (ii) the employer had or should have had reason to
2 know about the inconsistent working conditions and
3 maintained the inconsistent working conditions.

4 Section 8. Public health emergency paid sick time.

5 (a) Adoption of policy required.--

6 (1) During a public health emergency, an employer shall
7 adopt a paid sick time policy that provides not less than 80
8 additional hours to an employee to be used for an employee's
9 or immediate family member's exposure or infection to the
10 infectious disease related to the declaration.

11 (2) Public health emergency paid sick time shall be paid
12 at the regular rate of pay received.

13 (3) An employer may not require an employee to use paid
14 sick time provided under section 4 before utilizing public
15 health emergency paid sick time as provided under this
16 section.

17 (4) Public health emergency paid sick time may not be
18 carried forward and shall cease at the expiration of the
19 declaration of the public health emergency.

20 (5) An employer may not penalize an employee who
21 exercises the employee's rights under this section.

22 (b) (Reserved).

23 Section 9. Enforcement and penalties.

24 (a) Employer failure to comply.--

25 (1) Upon investigation and a determination by the
26 department that an employer failed to comply with the
27 provisions of section 5, the department may assess a civil
28 penalty of \$500 per day until the failure is cured. If the
29 employer does not cure the failure within 10 days, the
30 department may assess a civil penalty of not more than

1 \$10,000 per day for every day exceeding 10 days.

2 (2) Upon investigation and determination that an
3 employer has failed to comply with the provisions of section
4 7, the department may assess a civil penalty of \$500 per day
5 that the employer fails to adopt an infectious disease
6 exposure prevention plan, not to exceed \$100,000 for failure
7 to comply with an adopted infectious disease exposure
8 prevention plan.

9 (b) Civil actions.--

10 (1) An employee may bring a civil action seeking
11 injunctive relief in a court of competent jurisdiction
12 against an employer alleged to have violated the infectious
13 disease exposure prevention plan in a manner that creates a
14 substantial probability that death or serious physical harm
15 could result from a condition which exists, unless the
16 employer did not and could not, with the exercise of
17 reasonable diligence, know of the presence of the violation.

18 (2) The court shall have jurisdiction to restrain the
19 violation and to order all appropriate relief, including
20 enjoining the conduct of the employer, awarding costs and
21 reasonable attorney fees to the employee and ordering payment
22 of liquidated damages of no greater than \$10,000, unless the
23 employer can demonstrate a good-faith belief that the
24 established and implemented health and safety measures were
25 in compliance with the applicable infectious disease exposure
26 prevention standard.

27 Section 10. Rules and regulations.

28 The department may promulgate rules and regulations as
29 necessary to carry out the provisions of this act.

30 Section 11. Collective bargaining agreements.

1 Nothing in this act shall be construed to diminish the
2 rights, privileges or remedies of an employee under a collective
3 bargaining agreement. The provisions of this act may be waived
4 by a collective bargaining agreement provided that, for the
5 waiver to be valid, the waiver explicitly references the section
6 of this act that is waived.

7 Section 12. Abrogation of regulations.

8 All regulations and parts of regulations are abrogated
9 insofar as they are inconsistent with this act.

10 Section 13. Effective date.

11 This act shall take effect in 90 days.