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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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HOUSE BILL

No. 1971 Session of  
2018

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INTRODUCED BY MADDEN, STURLA, FRANKEL, THOMAS, KIRKLAND,  
SCHLOSSBERG, HELM, BOYLE, SIMS, BIZZARRO, D. MILLER,  
YOUNGBLOOD, HILL-EVANS, SCHWEYER, KINSEY, RABB, V. BROWN,  
MURT, WATSON, FLYNN, SAMUELSON, SOLOMON, VAZQUEZ, DEAN,  
FITZGERALD, KRUEGER-BRANEKY, DALEY, VITALI, KULIK,  
CALTAGIRONE, FREEMAN, BRIGGS, PASHINSKI, DERMODY, READSHAW,  
McCARTER, DONATUCCI, BULLOCK, RADER, ROEBUCK, HANNA, ROZZI,  
SNYDER, WARREN, GOODMAN, MARKOSEK AND GAINNEY,  
FEBRUARY 2, 2018

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REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, FEBRUARY 2, 2018

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AN ACT

1 Amending the act of October 27, 1955 (P.L.744, No.222),  
2 entitled, "An act prohibiting certain practices of  
3 discrimination because of race, color, religious creed,  
4 ancestry, age or national origin by employers, employment  
5 agencies, labor organizations and others as herein defined;  
6 creating the Pennsylvania Human Relations Commission in the  
7 Governor's Office; defining its functions, powers and duties;  
8 providing for procedure and enforcement; providing for  
9 formulation of an educational program to prevent prejudice;  
10 providing for judicial review and enforcement and imposing  
11 penalties," further providing for definitions.

12 The General Assembly of the Commonwealth of Pennsylvania  
13 hereby enacts as follows:

14 Section 1. Section 4(b) of the act of October 27, 1955  
15 (P.L.744, No.222), known as the Pennsylvania Human Relations  
16 Act, is amended to read:

17 Section 4. Definitions.--As used in this act unless a  
18 different meaning clearly appears from the context:

19 \* \* \*

1 (b) The term "employer" includes:

2 (1) the Commonwealth or any political subdivision or board,  
3 department, commission or school district thereof and any person  
4 employing four or more persons within the Commonwealth, but  
5 except as hereinafter provided, does not include religious,  
6 fraternal, charitable or sectarian corporations or associations,  
7 except such corporations or associations supported, in whole or  
8 in part, by governmental appropriations[.];

9 [The term "employer"] (2) with respect to discriminatory  
10 practices based on race, color, age, [sex,] national origin or  
11 non-job related handicap or disability, includes religious,  
12 fraternal, charitable and sectarian corporations and  
13 associations employing four or more persons within the  
14 Commonwealth[.]; and

15 (3) with respect to discriminatory practices based on sex,  
16 includes the Commonwealth or any political subdivision or board,  
17 department, commission or school district thereof and any person  
18 employing one or more persons within this Commonwealth and  
19 includes religious, fraternal, charitable or sectarian  
20 corporations or associations.

21 \* \* \*

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