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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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HOUSE BILL

No. 241 Session of  
2025

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INTRODUCED BY GROVE, KAUFFMAN AND HAMM, JANUARY 22, 2025

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REFERRED TO COMMITTEE ON LOCAL GOVERNMENT, JANUARY 22, 2025

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AN ACT

1 Amending Title 53 (Municipalities Generally) of the Pennsylvania  
2 Consolidated Statutes, in preemptions, providing for employer  
3 mandates by municipalities.

4 The General Assembly of the Commonwealth of Pennsylvania  
5 hereby enacts as follows:

6 Section 1. Title 53 of the Pennsylvania Consolidated  
7 Statutes is amended by adding a section to read:

8 § 307. Employer mandates by municipalities.

9 (a) Regulation or enforcement prohibited.--A municipality  
10 may not in any manner regulate employer policies or practices or  
11 enforce any mandate regarding employer policies or practices.

12 (b) Applicability.--This section shall not apply to any of  
13 the following:

14 (1) A mandate enacted by a municipality affecting an  
15 employee or class of employees of the municipality.

16 (2) An ordinance authorized by the act of October 27,  
17 1955 (P.L.744, No.222), known as the Pennsylvania Human  
18 Relations Act.

19 (3) The terms and conditions of collective bargaining

1 agreements.

2 (c) Effect.--

3 (1) This section shall not be construed to invalidate an  
4 ordinance, rule or policy enacted by a municipality prior to  
5 January 1, 2015.

6 (2) An ordinance, rule or policy enacted by a  
7 municipality on or after January 1, 2015, in violation of  
8 subsection (a) is void.

9 (d) Relief.--If, on or after January 1, 2015, a municipality  
10 enacts an ordinance, rule or policy in violation of subsection  
11 (a), a person adversely affected may seek declaratory or  
12 injunctive relief and actual damages in an appropriate court.

13 (e) Reasonable expenses.--

14 (1) The court shall award reasonable expenses to a  
15 person adversely affected by a violation of subsection (a) in  
16 any of the following circumstances:

17 (i) A final determination is granted by the court in  
18 favor of the person adversely affected.

19 (ii) The underlying ordinance, rule or policy is  
20 rescinded, repealed or otherwise abrogated after an  
21 action has been filed under subsection (d) but before the  
22 final determination by the court.

23 (2) If a person eligible for relief under subsection (d)  
24 provides at least 30 days' written notice to the municipality  
25 of the intention to file an action under subsection (d) and  
26 the municipality subsequently takes steps to provide relief  
27 to the person, the person shall also be eligible for  
28 reasonable expenses.

29 (f) Definitions.--As used in this section, the following  
30 words and phrases shall have the meanings given to them in this

1 subsection unless the context clearly indicates otherwise:

2 "Employee." An individual employed by an employer.

3 "Employer." An individual, partnership, association,  
4 corporation, business trust or a person or group of persons  
5 acting, directly or indirectly, in the interest of an employer  
6 in relation to an employee.

7 "Employer policies or practices." Policies or practices that  
8 include any of the following topics:

9 (1) Wages, other compensation or benefits.

10 (2) Hiring or termination of employees.

11 (3) Workplace management, including scheduling and  
12 workplace procedures.

13 (4) The relationship between employers and employees,  
14 including employee discipline.

15 (5) Paid or unpaid employee leave.

16 (6) Terms and conditions of employment.

17 "Municipality." A county, city, borough, incorporated town,  
18 township, home rule charter, optional charter or optional plan  
19 municipality or a similar general purpose unit of government  
20 that may be created by the General Assembly.

21 "Reasonable expenses." The term includes attorney fees,  
22 expert witness fees, court costs and compensation for loss of  
23 income.

24 "Wages." As defined in section 3(d) of the act of January  
25 17, 1968 (P.L.11, No.5), known as The Minimum Wage Act of 1968.

26 Section 2. This act shall take effect immediately.