

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2490 Session of 2024

INTRODUCED BY BRENNAN, HILL-EVANS, SANCHEZ, HOWARD, DELLOSO, CERRATO, CURRY AND D. WILLIAMS, JULY 10, 2024

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, JULY 10, 2024

AN ACT

1 Amending the act of June 2, 1915 (P.L.736, No.338), entitled "An
 2 act defining the liability of an employer to pay damages for
 3 injuries received by an employe in the course of employment;
 4 establishing an elective schedule of compensation; providing
 5 procedure for the determination of liability and compensation
 6 thereunder; and prescribing penalties," in procedure, further
 7 providing for compromise and release.

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

10 Section 1. Section 449 of the act of June 2, 1915 (P.L.736,
 11 No.338), known as the Workers' Compensation Act, is amended by
 12 adding a subsection to read:

13 Section 449. * * *

14 (e) The following apply:

15 (1) An employer may not require a claimant, as a condition
 16 of settlement, through a signed additional agreement or
 17 otherwise, to agree to any of the following:

18 (i) Refrain from reapplying for work.

19 (ii) Sign a confidentiality agreement.

20 (iii) Accept indemnification for a claim by Medicare.

1 (iv) Resign from employment with the employer.

2 (2) An agreement containing any of the prohibited conditions
3 of settlement specified under paragraph (1) shall be null and
4 void.

5 (3) An employer that violates paragraph (1) shall be subject
6 to the penalties provided under this act.

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