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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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SENATE BILL

No. 1295 Session of  
2024

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INTRODUCED BY HUGHES, TARTAGLIONE, KANE, FONTANA, SAVAL,  
SANTARSIERO, BREWSTER AND COSTA, JULY 24, 2024

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REFERRED TO LABOR AND INDUSTRY, JULY 24, 2024

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AN ACT

1 Providing for duties of public employers relating to public  
2 employee information.

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

5 Section 1. Short title.

6 This act shall be known and may be cited as the Public  
7 Employer Disclosure Act.

8 Section 2. Scope of act.

9 This act relates to the duties of public employers relating  
10 to public employee information.

11 Section 3. Definitions.

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

15 "Employee organization." An organization or an agency or  
16 employee representation committee or plan in which membership is  
17 limited to public employees and which exists for the purpose, in  
18 whole or in part, of dealing with public employers concerning

1 grievances, public employee-public employer disputes, wages,  
2 rates of pay, hours of employment or conditions of work. The  
3 term does not include an organization which practices  
4 discrimination in membership because of race, color, creed,  
5 national origin or political affiliation.

6 "Public employee." An individual employed by a public  
7 employer. The term does not include elected officials,  
8 appointees of the Governor with the advice and consent of the  
9 Senate as required by law, management level employees,  
10 confidential employees, clergymen or other persons in a  
11 religious profession, employees or personnel at church offices  
12 or facilities when utilized primarily for religious purposes.

13 "Public employer." The Commonwealth, its political  
14 subdivisions, including school districts and any officer, board,  
15 commission, agency, authority or other instrumentality thereof,  
16 a nonprofit organization or institution and any charitable,  
17 religious, scientific, literary, recreational, health,  
18 educational or welfare institution receiving grants or  
19 appropriations from the Federal, State or local government. The  
20 term does not include employers covered or presently subject to  
21 coverage under the act of June 1, 1937 (P.L.1168, No.294), known  
22 as the Pennsylvania Labor Relations Act.

23 "Representative." An individual who is authorized to act on  
24 behalf of an employee organization for public employees.

25 Section 4. Duties of public employer.

26 (a) General rule.--A public employer shall provide to a  
27 representative, if the public employer has the information in  
28 the public employer's records, the following information for  
29 each public employee:

30 (1) The public employee's name and date of hire.

1           (2) The public employee's contact information, including  
2 cell phone number, home telephone number, work telephone  
3 number, work email address and personal email address.

4           (3) The public employee's job title, salary or rate of  
5 pay, work site location or duty station.

6           (b) Transmittal of information.--

7           (1) Subject to paragraph (2), a public employer shall  
8 provide the information required under subsection (a), in an  
9 easily searchable electronic format, to the representative.  
10 The information shall be transmitted as follows:

11           (i) For a newly hired public employee in a  
12 bargaining unit, no later than 21 business days after the  
13 date of hire.

14           (ii) For all public employees in a bargaining unit,  
15 no less than once every 120 days.

16           (2) If there is a State-level representative for the  
17 employee organization for a bargaining unit, the public  
18 employer may elect to provide the information only to the  
19 State-level representative.

20           (c) Meeting space.--Upon request, the public employer shall  
21 make space and time available for an employee organization to  
22 meet with public employees on a quarterly basis each year. The  
23 employee organization shall request the space and time no less  
24 than 10 business days before a meeting. Within five business  
25 days of a request, the public employer shall notify public  
26 employees of the time and location of the meeting.

27 Section 5. Use of information.

28           An employee organization may only use the information  
29 provided under section 4 for representation purposes. The  
30 employee organization may not sell or provide access to the

1 information provided under section 4 for any purpose other than  
2 as permitted under this act unless otherwise authorized under a  
3 collective bargaining agreement entered into between a public  
4 employer and a representative of the public employees under the  
5 act of July 23, 1970 (P.L.563, No.195), known as the Public  
6 Employe Relations Act.

7 Section 6. Failure to comply.

8 If a public employer fails to comply with the provisions of  
9 this act, the employee organization may bring an action in a  
10 court of appropriate jurisdiction to compel compliance. The  
11 court may order the public employer to pay costs and reasonable  
12 attorney fees incurred by the employee organization for bringing  
13 the action.

14 Section 7. Collective bargaining agreement.

15 Nothing in this act shall be construed to prohibit a  
16 collective bargaining agreement from requiring more frequent  
17 transmittal of public employee information than required under  
18 section 4(b).

19 Section 8. Effective date.

20 This act shall take effect in 90 days.