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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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SENATE BILL

No. 601 Session of  
2023

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INTRODUCED BY CAPPELLETTI, TARTAGLIONE, KEARNEY, FONTANA,  
HAYWOOD, HUGHES, KANE, BREWSTER, SANTARSIERO, SAVAL, COSTA,  
DILLON, MUTH AND COLLETT, APRIL 17, 2023

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REFERRED TO LABOR AND INDUSTRY, APRIL 17, 2023

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AN ACT

1 Amending the act of December 17, 1959 (P.L.1913, No.694),  
2 entitled "An act prohibiting discrimination in rate of pay  
3 because of sex; conferring powers and imposing duties on the  
4 Department of Labor and Industry; and prescribing penalties,"  
5 providing for pay ranges.

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

8 Section 1. The act of December 17, 1959 (P.L.1913, No.694),  
9 known as the Equal Pay Law, is amended by adding a section to  
10 read:

11 Section 3.1. Pay Ranges.--(a) An employer shall provide the  
12 pay range and the factors the employer considers in setting pay  
13 ranges to:

14 (1) An applicant for a position offered in a job posting.

15 (2) An employe who is a candidate for a position offered as  
16 an internal transfer or promotion.

17 (b) If no pay range exists, an employer shall provide the  
18 minimum wage or salary set by the employer before the employer  
19 posted the position or offered an internal transfer or

1 promotion.

2 (c) Upon hiring an employe, and annually thereafter, an  
3 employer shall provide the employe, in writing, the pay range  
4 for the employe's job title and for jobs within the employer's  
5 business that are substantially similar with respect to the  
6 skill, effort and responsibility required to perform the jobs  
7 and the conditions under which the jobs are performed.

8 (d) This section applies to employers with fifteen or more  
9 employes.

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