

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2362 Session of 2020

INTRODUCED BY DELLOSO, ULLMAN, DONATUCCI, RABB, MADDEN,
SCHLOSSBERG, LEE, RAVENSTAHL, SHUSTERMAN, READSHAW, NEILSON,
HILL-EVANS, ISAACSON, McNEILL, WILLIAMS, HARRIS, KIM, HOWARD,
ROZZI, MALAGARI, CIRESI, FRANKEL, SCHWEYER, BURGOS, GREEN,
DAVIDSON, BRIGGS AND OTTEN, MARCH 13, 2020

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 13, 2020

AN ACT

1 Amending the act of April 23, 1956 (1955 P.L.1510, No.500),
2 entitled "An act providing for the prevention and control of
3 communicable and non-communicable diseases including venereal
4 diseases, fixing responsibility for disease prevention and
5 control, requiring reports of diseases, and authorizing
6 treatment of venereal diseases, and providing for premarital
7 and prenatal blood tests; amending, revising and
8 consolidating the laws relating thereto; and repealing
9 certain acts," providing for effect on employment.

10 The General Assembly of the Commonwealth of Pennsylvania
11 hereby enacts as follows:

12 Section 1. The act of April 23, 1956 (1955 P.L.1510,
13 No.500), known as the Disease Prevention and Control Law of
14 1955, is amended by adding a section to read:

15 Section 16.1. Effect on Employment.--

16 (a) As a result of an individual's compliance with an order
17 of isolation or quarantine or with any other control measure
18 under this act, the individual's employer may not terminate,
19 deprive, threaten or otherwise coerce the individual with
20 respect to the employment, a seniority position or the benefits

1 of the individual. Nothing in this subsection shall be construed
2 to require the individual's employer to compensate the
3 individual for employment time lost because of any isolation or
4 quarantine under this act.

5 (b) An employer violating the provisions of subsection (a)
6 shall be subject to the penalty provisions under section 20. In
7 addition to penalties under section 20 and notwithstanding any
8 other provision of law, if an employer violates subsection (a),
9 the individual may bring a civil action for recovery of wages
10 and benefits lost as a result of the violation and for an order
11 requiring the reinstatement of the individual. Damages
12 recoverable may not exceed wages and benefits actually lost. If
13 the individual prevails, the individual shall be allowed
14 reasonable attorney fees fixed by the court.

15 Section 2. This act shall take effect immediately.