
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2828 Session of
2020

INTRODUCED BY A. DAVIS, HOWARD, McCLINTON, YOUNGBLOOD, MADDEN,
HILL-EVANS, GALLOWAY, HARRIS, ROZZI, INNAMORATO, DONATUCCI,
CEPHAS, McNEILL, KINSEY, BURGOS, KENYATTA, LEE, ISAACSON,
DRISCOLL AND GREEN, AUGUST 28, 2020

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, AUGUST 28, 2020

AN ACT

1 Prohibiting employers from using consumer reporting under
2 certain circumstances; and providing for enforcement.

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 Equal
7 Employment for All Act.

8 Section 2. Prohibition.

9 No employer or potential employer shall procure a consumer
10 report or investigative consumer report, or cause a consumer
11 report or investigative consumer report to be procured, for
12 purposes of employment or making an adverse employment action if
13 any information contained in the report bears on the employee's
14 or potential employee's creditworthiness, credit standing or
15 credit capacity, unless any of the following apply:

16 (1) The consumer applies for or currently holds
17 employment that requires national security or Commonwealth

1 security or Federal Deposit Insurance Corporation (FDIC)
2 clearance.

3 (2) The consumer applies for or currently holds
4 employment with the Commonwealth or a local government agency
5 which otherwise requires use of a consumer report.

6 (3) The consumer applies for or currently holds a
7 supervisory, managerial or executive position at a financial
8 institution.

9 (4) The information is required by law.

10 Section 3. Enforcement.

11 A violation of section 2 shall constitute an unlawful
12 discriminatory practice for purposes of section 5 of the act of
13 October 27, 1955 (P.L.744, No.222), known as the Pennsylvania
14 Human Relations Act, and shall be subject to enforcement as
15 provided under that act.

16 Section 4. Effective date.

17 This act shall take effect in 60 days.