



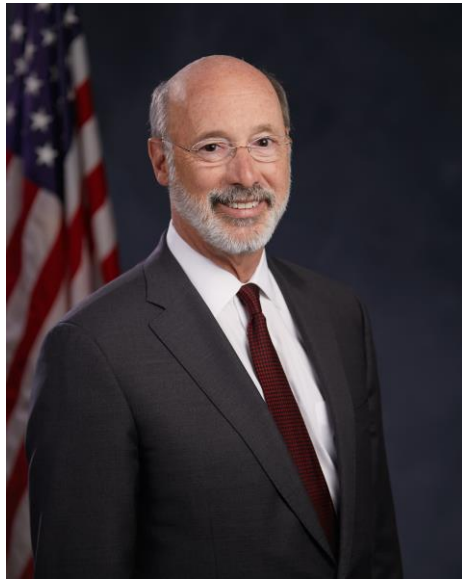
SPRING 2022

HUMAN RESOURCES CONFERENCE

MARCH 24TH

Harrisburg: *Divided Government*

Governor Tom Wolf (D)



General Assembly



State House Breakdown

- **112 Republican**
- **88 Democratic**
- **3 Vacancies**

State Senate Breakdown

- **28 Republican**
- **1 Independent**
- **20 Democratic**
- **1 Vacancy**



Labor / Employment Legislation: *Hot Topics*

- Workforce
 - Addressing barriers (childcare, transportation, etc.)
 - Educational standards
 - Criminal Justice Reform
 - Act 12 of 2022: Provisional hiring periods
- Limiting employer health and safety policies
 - H.B. 262: “Right to Refuse”
 - S.B. 471: Prohibiting COVID-19 vaccine requirements
 - H.B. 2013: Constitutional amendment
 - H.B. 2813: Vaccine requirement exemption
- Independent Contractors
 - Joint Task Force on Misclassification of Employees
 - S.B. 949: Portable benefits for rideshare / mobile app workers

Labor / Employment Legislation: *Hot Topics*

- Marijuana
 - S.B. 749, medical marijuana workplace safety bill
 - Adult recreational legalization
- Minimum Wage
 - \$15 state budget proposal
 - Tip credit and overtime regulations
- Unemployment Compensation
 - H.B. 1819: UC ineligibility for discouraging employment (ghosting interviews, etc.)
 - H.B. 129 – Remote UC hearings
 - S.B. 885: UC eligibility for vaccine-related quits

Labor / Employment Legislation continued...

- Mandatory leave
- Equal Pay law
- *Keystone Saves* program
- Non-compete agreements
- Nondisclosure Agreements
- Forced collective bargaining in healthcare
- Predictive Scheduling
- Workers' Compensation
- PA Human Relations Act
- Prevailing Wage

Discussion / Questions