



TO: The Honorable Members of the PA House Labor and Industry Committee

FROM: Alex Halper, Senior Vice President, Government Affairs

DATE: March 24, 2025

RE: **PA Chamber memo: Oppose H.B. 630 – Weaponizing the Equal Pay law**

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The PA Chamber urges you to oppose H.B. 630, which proposes drastic changes to Pennsylvania’s Equal Pay law, and is scheduled to be considered by the Committee this week.

The PA Chamber supports federal and state laws requiring employers to pay women and men equally for equal work and strongly opposes any employer discriminating in the workplace.

H.B. 630, however, represents a paradigm shift in how employers are governed under the 65-year-old law, including adopting a vague and subjective “comparable work” standard, adding ambiguous definitions throughout the law, increasing penalties by up to 5000 percent, and providing new opportunities to sue employers with uncapped punitive damages.

The bill would also gut existing employer protections. Anyone familiar with operating a business knows that pay disparities often exist for legitimate reasons. An employer may give a raise to an employee being recruited by a competitor or allow employees to choose a bonus or extra PTO. Under H.B. 630, employers in these or similar scenarios would be presumed to be discriminating, exposing honest employers, particularly small businesses, to lawsuits and severe penalties.

We urge you to oppose this bill. Please contact Alex Halper at 717 720-5471 or [ahalper@pachamber.org](mailto:ahalper@pachamber.org) with any questions or to discuss.

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