

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

FROM: Alex Halper, Senior Vice President, Government Affairs

DATE: October 6, 2025

RE: **PA Chamber memo: PA Human Relations Act bills**

On behalf of the PA Chamber, I write to express our views on two bills the Labor and Industry Committee is scheduled to consider this week related to the PA Human Relations Act.

Employer Policies and Posting requirements

H.B. 1825 would require employers to adopt and post written policies and procedures for preventing harassment, discrimination, and retaliation. While we have concerns with imposing additional mandates on employers, we appreciate that a few modest amendments we suggested were incorporated into the bill including notifying employers of any changes to model policies, waiving penalties for most first violations, and providing employers the flexibility to post their policies online. **We will not oppose H.B. 1825 while we work toward a compromise final product.**

Targeting the smallest of small businesses.

H.B. 1826 proposes to lower the threshold for an employer to be subject to the PHRA from four to two employees, which could trigger unintended consequences for these extremely small businesses, many of which may be just getting started.

Both federal and state anti-discrimination laws have always recognized the unique impact on small businesses; for example, the Federal Civil Rights Act does not apply to employers with fewer than 15 employees and most state laws include a threshold e.g. Massachusetts (6), Maryland (15) and Ohio (4). Small businesses just getting started may be particularly susceptible to unfounded or frivolous claims but lack the resources to defend themselves. Additionally, employers often defend against an allegation of discrimination by citing their hiring and workforce history – an employer hiring their first couple employees does not have that option.

Pennsylvania struggles to attract new businesses, and this proposal would make Pennsylvania even less attractive to start ups. **Accordingly, we urge you to oppose H.B. 1826.**

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