Pennsylvania Worker and Community Right to Know Act

The Pennsylvania Worker and Community Right to Know Act, Act of October 27, 1955, P.L. 744, as amended, requires that information about hazardous substances in the workplace and in the environment is available to the public.

The Work Area List names the hazardous substances used or produced in the workplace. It includes the name of the hazardous substance, the physical and chemical properties, the health effects, the protective measures, and the regulatory requirements for the substance. The Work Area List must be prominently displayed in each work area where the substance is used or handled.

The Environmental Hazard Survey Form (EHSF) is used to report the presence of hazardous substances in the workplace. It must be completed by each employer and filed with the Department of Labor & Industry, Bureau of Labor Law Compliance, The Pennsylvania Worker and Community Right to Know Act, Act of October 27, 1955, P.L. 744, as amended.

The Environmental Hazard Survey Form (EHSF) must be submitted to the Bureau of Labor Law Compliance within 30 days of the date the EHSF was completed.

Workers’ Compensation

Workers’ Compensation is a no-fault insurance program designed to provide compensation to employees who are injured or become ill as a result of their employment. The program is intended to provide financial relief to injured workers and their families, regardless of fault.

Eligibility for Workers’ Compensation

Eligible employees include:

- Full-time and part-time employees
- Temporary employees
- Interns
- Volunteers

Excluded employees include:

- Independent contractors
- Domestic employees
- Seasonal employees

Benefits under the Workers’ Compensation Act include:

- Medical treatment
- Wage replacement
- Vocational rehabilitation

Pennsylvania Minimum Wage Law

Minimum wage: $7.25 per hour effective July 24, 2009 (unchanged as of 2023)

EXCEPTIONS FROM MINIMUM WAGE AND OVERTIME RATES

Individuals in the following occupations and situations are exempt from the provisions of the Pennsylvania Minimum Wage Act:

- Family members working in a household
- Regents on the faculties of public or private institutions of higher education
- Employers in the food service industry
- Employees of retail and service establishments
- Employees of construction firms

Minimum wage: $7.25 per hour effective July 24, 2009 (unchanged as of 2023)

EXCEPTIONS FROM OVERTIME RATES

Individuals in the following occupations and situations are exempt from the provisions of the Pennsylvania Minimum Wage Act:

- Family members working in a household
- Regents on the faculties of public or private institutions of higher education
- Employers in the food service industry
- Employees of retail and service establishments
- Employees of construction firms

Minimum wage: $7.25 per hour effective July 24, 2009 (unchanged as of 2023)

Equal Pay Law

The Equal Pay Law, Act of October 31, 1955, P.L. 1101, as amended, mandates that no law shall “discriminate in the payment of wages” between employees of the opposite sex performing “similar work under similar working conditions, for equal work done on a job or jobs within the same establishment.”

Pennsylvania Family Leave Act

The Pennsylvania Family Leave Act, Act of October 28, 1993, P.L. 55, provides that an employee is entitled to take up to 12 weeks of unpaid family leave in a 12-month period.

The leave is for the birth of a child, the adoption of a child, the placement of a child for adoption, or when the employee is taking care of a family member who is seriously ill.

The leave is unpaid, but the employee will receive the same benefits as employees who are not on leave, such as health insurance coverage.

Equal Opportunity Law


The Equal Opportunity Law also prohibits discrimination in public accommodations, public facilities, and employment on the basis of race, color, religion, national origin, age, sex, sexual orientation, marital status, political affiliation, or disability.