
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 1103 Session of
2020

INTRODUCED BY MASTRIANO, ARGALL, MARTIN AND STEFANO,
APRIL 3, 2020

REFERRED TO HEALTH AND HUMAN SERVICES, APRIL 3, 2020

AN ACT

1 Providing for a return to business operations under safety
2 conditions; imposing sanctions; and providing for functions
3 of the Department of Health and the Legislative Reference
4 Bureau.

5 The General Assembly of the Commonwealth of Pennsylvania
6 hereby enacts as follows:

7 Section 1. Short title.

8 This act shall be known and may be cited as the Back-to-Work
9 Initiative Act of 2020.

10 Section 2. Declaration of policy.

11 The General Assembly finds and declares as follows:

12 (1) The nation and this Commonwealth are confronted by
13 the coronavirus known as COVID-19, and this has necessitated
14 certain emergency measures to curtail the spread of the
15 virus, encompassing all of the following:

16 (i) Social distancing.

17 (ii) Sanitary health practices.

18 (iii) Health-conscious behavior.

19 (iv) Maintenance of a sanitary work place.

1 (2) The critical consideration is the need to avoid the
2 increase in the number of infected individuals, which
3 occurred in other nations, overwhelming health care
4 facilities and leaving scores of individuals without required
5 medical care.

6 (3) An order by the Governor on March 19, 2020, in this
7 dynamic and fluid environment, closed "non-life-supporting"
8 business activity in the hope of reducing the spread of
9 COVID-19. This order impacts tens of thousands of businesses
10 and millions of jobs and puts at stake the economic well-
11 being of our citizens. The impact is most severe upon:

- 12 (i) single-parent families;
- 13 (ii) young couples;
- 14 (iii) independently employed individuals who are not
- 15 eligible for unemployment;
- 16 (iv) nonprofit businesses; and
- 17 (v) small businesses.

18 (4) There is a real and present danger that the cure, in
19 the end, may be worse than the virus.

20 (5) A health-conscious approach is immediately
21 necessary to mitigate the destruction of the most vulnerable
22 in our society. There is a science-based way to balance
23 preventative measures to blunt the spread of COVID-19, while
24 closed businesses resume viable economic activity under
25 section 5.

26 Section 3. Definitions.

27 The following words and phrases when used in this act shall
28 have the meanings given to them in this section unless the
29 context clearly indicates otherwise:

30 "Closed business." A business closed by the order referred

1 to in section 2(3).

2 "Department." The Department of Health of the Commonwealth.

3 Section 4. Department functions.

4 (a) Powers.--The department may do all of the following to
5 implement section 2(2) and (5):

6 (1) Promulgate regulations.

7 (2) Issue an order.

8 (3) Impose a sanction under section 6.

9 (b) Duties.--The department shall do all of the following:

10 (1) Investigate a violation of section 5.

11 (2) Submit a monthly report on the operation of this act
12 to:

13 (i) the Health and Human Services Committee of the
14 Senate;

15 (ii) the Health Committee of the House of
16 Representatives;

17 (iii) the Labor and Industry Committee of the
18 Senate; and

19 (iv) the Labor and Industry Committee of the House
20 of Representatives.

21 (3) Transmit to the Legislative Reference Bureau for
22 publication in the Pennsylvania Bulletin notice of any of the
23 following:

24 (i) Termination or expiration, under 35 Pa.C.S. §
25 7301(c) (relating to general authority of Governor), of
26 the disaster emergency proclaimed by the Governor on
27 March 6, 2020, and published at 50 Pa.B. 1644 (April 11,
28 2020).

29 (ii) Issuance of a gubernatorial order which removes
30 restrictions on businesses, under the proclamation

referred to in subparagraph (i), for the resumption of
normal business operations.

Section 5. Reopening.

A closed business may resume operation by complying with all
of the following:

(1) Follow:

- (i) regulations of the department;
- (ii) orders of the department; and
- (iii) guidelines of:

(A) the Centers for Disease Control and
Prevention; and

(B) the Occupational Safety and Health
Administration.

(2) Implement, or continue, a paid sick-leave policy as
follows:

- (i) If an employee has the symptoms of COVID-19.

Under this policy, the employee:

(A) shall be put on leave immediately upon the
exhibition of symptoms; and

(B) must remain on leave until a physician
indicates that return to employment is safe.

(ii) If a member of an employee's household is ill,
the employee may be put on leave to care for the ill
individual.

(iii) A COVID-19 positive test result is not
required to take sick leave.

(3) Ensure that there is a minimum of six feet between:

(i) employees; and

(ii) an employee and an individual on the site of
the business.

1 (4) Implement sanitary policies and a regular cleaning
2 schedule to reduce exposure to COVID-19. This paragraph
3 includes:

4 (i) disinfecting restrooms, work spaces and areas
5 with access to the public; and

6 (ii) maintaining adequate cleaning supplies,
7 tissues, hand sanitizers, gloves, medical masks and other
8 necessary sanitary products.

9 (5) Allow as many employees as possible to work from
10 home.

11 (6) Conduct meetings online as much as possible.

12 (7) Suspend nonessential operations.

13 (8) Implement minimal staffing.

14 (9) Limit interaction with individuals who are not
15 employees.

16 (10) Strive to increase ventilation and circulation.

17 (11) Not permit an employee to work in an area open to
18 the public if any of the following is in the employee's
19 household:

20 (i) An individual who is ill. The prohibition under
21 this subparagraph continues until a physician indicates
22 that return to employment is safe.

23 (ii) An individual who is at high risk for suffering
24 severe consequences from contracting COVID-19.

25 (12) Not permit an employee who is at high risk of
26 suffering severe consequences from contracting COVID-19.

27 (13) Not permit employees to share tools, equipment,
28 desks or chairs.

29 (14) Close break rooms and dining areas.

30 Section 6. Sanctions.

1 (a) Warning.--If the department determines that a person is
2 in violation of section 5, the department shall order the person
3 to correct the violation within 24 hours.

4 (b) Penalty.--A person that does not comply with an order
5 under subsection (a) is subject to an administrative penalty of
6 \$500.

7 (c) Administrative agency law.--Subsection (b) is subject to
8 2 Pa.C.S. Chs. 5 Subch. A (relating to practice and procedure of
9 Commonwealth agencies) and 7 Subch. A (relating to judicial
10 review of Commonwealth agency action).

11 Section 7. Expiration.

12 This act shall expire on the earlier of:

13 (1) publication of the notice under section 4(b)(3); or

14 (2) January 15, 2021.

15 Section 8. Effective date.

16 This act shall take effect immediately.