

# EXECUTIVE ORDER

Commonwealth of Pennsylvania  
Governor's Office

**Title:**

Executive Order 2021-06, Worker Protection and Investment

**Date:**

October 21, 2021

**By Direction of:**



Tom Wolf, Governor

- WHEREAS, the workforce of Pennsylvania is one of the state's strongest assets for vibrant, healthy communities and a strong economy; and
- WHEREAS, every worker in Pennsylvania deserves a safe and healthy work environment and the protections afforded them through labor laws; and
- WHEREAS, various industries are experiencing new challenges in recruiting and retaining workers as a result of the COVID-19 pandemic; and
- WHEREAS, workers are reassessing and redefining what constitutes a quality job and how they are seeking to engage in work; and
- WHEREAS, quality jobs start with ensuring that labor laws are followed for the health and well-being of workers; and
- WHEREAS, quality jobs also include family-sustaining wages, quality benefits, growth opportunities, and other worker-centered policies; and
- WHEREAS, employer commitment to protection and investment in their workers is not only required through labor law but also demonstrates value of their workforce; and
- WHEREAS, employees who feel valued by their employer are more likely to experience job satisfaction and commitment to their work; and
- WHEREAS, the well-being of the workforce correlates with the well-being of Pennsylvania's economy.

NOW, THEREFORE, I, Tom Wolf, Governor of the Commonwealth of Pennsylvania, by virtue of the authority vested in me by the Constitution of the Commonwealth of Pennsylvania and other laws of the Commonwealth do hereby order and direct as follows:

1. The Department of Labor & Industry and the Office of Administration shall study the feasibility of implementing Occupational Safety and Health Administration (OSHA) standards in Commonwealth offices.

- 2.** The Department of Community and Economic Development (DCED), through the Governor’s Action Team, will continue to require a minimum wage that meets or exceeds the Commonwealth’s minimum wage as set forth in Executive Order 2016-02 As Amended, and will include a requirement for paid employee sick leave, in their criteria for offers of assistance, including offers of assistance involving the Redevelopment Assistance Capital Program, where otherwise not prohibited by law.
- 3.** All agencies under the Governor’s jurisdiction that provide funding to for-profit businesses are to review existing programs and program guidelines and consider implementing a requirement for application, or consideration while review of applications, of a minimum wage consistent with the requirements under Executive Order 2016-02 As Amended and paid sick leave, where otherwise not prohibited by law.
- 4.** All agencies of the Commonwealth, in collaboration with the Department of General Services, shall review and develop grantmaking and contracting processes that ensure any entity receiving an award has certified that it is in compliance with applicable Pennsylvania state labor and workforce safety laws including, but not limited to:

  - a. Construction Workplace Misclassification Act.
  - b. Employment of Minors Child Labor Act.
  - c. Minimum Wage Act.
  - d. Prevailing Wage Act.
  - e. Equal Pay Law.
  - f. Employer to Pay Employment Medical Examination Fee Act.
  - g. Seasonal Farm Labor Act.
  - h. Wage Payment and Collection Law.
  - i. Industrial Homework Law.
  - j. Construction Industry Employee Verification Act.
- 5.** All agencies under the Governor’s jurisdiction are to communicate to their current and future vendors the expectation of labor law compliance and potential impact on eligibility for state contracts and grants if the vendor is found to have violated any of Pennsylvania’s labor or workforce safety laws.
- 6.** The Department of Labor & Industry shall maintain a publicly available list of organizations that have been found to have violated labor laws, misclassified their workers, owe unemployment compensation back taxes, or fail to carry requisite workers’ compensation insurance until they satisfy their legal obligations.

7. **Effective date.** This Executive Order shall take effect immediately and shall remain in effect unless revised or rescinded.