

HR 2311

Worker Anti-Retaliation Act

Congress: 113 (2013–2015, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Jun 11, 2013

Current Status: Referred to the Subcommittee on Workforce Protections.

Latest Action: Referred to the Subcommittee on Workforce Protections. (Jul 8, 2013)

Official Text: <https://www.congress.gov/bill/113th-congress/house-bill/2311>

Sponsor

Name: Rep. Grayson, Alan [D-FL-9]

Party: Democratic • **State:** FL • **Chamber:** House

Cosponsors (3 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Honda, Michael M. [D-CA-17]	D · CA		Aug 2, 2013
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Sep 17, 2013
Rep. Bass, Karen [D-CA-37]	D · CA		Oct 22, 2013

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Jul 8, 2013

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

No related bills are listed.

Worker Anti-Retaliation Act - Prohibits an employer (or any of its agents) from discharging or in any other manner discriminating or taking or threatening adverse action against any employee that disseminates or assists in the dissemination of any message on the employer's property or elsewhere, including through images, picketing, work stoppages, or gathering in groups to protest conflicts with employers or to persuade them to change working conditions, if the employees do not have a representative for collective bargaining and their actions: (1) were peaceful and not taken during work time, except during a lawful work stoppage; and (2) did not destroy or damage the employer's property or block the employer's entrances or exits or otherwise impede the employer's operations or the work of other employees.

Applies this same employer prohibition regarding any employee who planned any of these actions or assisted, encouraged, or supported another employee in engaging in them.

Limits this prohibition to any employer whose annual gross revenue, when added to the annual gross revenue of its parent corporation and all of its affiliates, exceeds \$5 million (exclusive of excise taxes at the retail level that are separately stated).

Prohibits such an employer from providing for an employee's defense, backpay, damages, or settlement if that employee is found to be in violation of the requirements of this Act.

Actions Timeline

- **Jul 8, 2013:** Referred to the Subcommittee on Workforce Protections.
- **Jun 11, 2013:** Introduced in House
- **Jun 11, 2013:** Referred to the House Committee on Education and the Workforce.