

S 1504

MOVE Act

Congress: 114 (2015–2017, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Jun 4, 2015

Current Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Latest Action: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Jun 4, 2015)

Official Text: <https://www.congress.gov/bill/114th-congress/senate-bill/1504>

Sponsor

Name: Sen. Murphy, Christopher [D-CT]

Party: Democratic • State: CT • Chamber: Senate

Cosponsors (4 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Franken, Al [D-MN]	D · MN		Jun 4, 2015
Sen. Blumenthal, Richard [D-CT]	D · CT		Jun 8, 2015
Sen. Warren, Elizabeth [D-MA]	D · MA		Jun 8, 2015
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Sep 8, 2015

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Jun 4, 2015

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
114 HR 4254	Related bill	Mar 23, 2016: Referred to the Subcommittee on Workforce Protections.
114 HR 2873	Related bill	Nov 16, 2015: Referred to the Subcommittee on Workforce Protections.

## **Mobility and Opportunity for Vulnerable Employees Act or the MOVE Act**

This bill: (1) prohibits employers from entering into not to compete covenants with low-wage employees engaged in commerce or in the production of goods for commerce, and (2) requires an employer of such employees to post notice of such prohibition in a conspicuous place on the employer's premises.

The bill defines "low-wage employee" as an employee who earns less than: (1) \$15 per hour or the state or local minimum wage, or (2) \$31,200 per year.

In order for an employer to require such an employee who is not a low-wage employee to enter into such a covenant, the employer must have disclosed the requirement for entering into such covenant before hiring such employee.

The Secretary of Labor shall: (1) enforce a complaint of a violation of this Act in the same manner as a complaint of a violation of the Fair Labor Standards Act of 1938, and (2) impose a civil fine on any employer who violates this Act.

## **Actions Timeline**

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- **Jun 4, 2015:** Introduced in Senate
- **Jun 4, 2015:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.