

## HR 2873

### LADDER Act

**Congress:** 114 (2015–2017, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Jun 24, 2015

**Current Status:** Referred to the Subcommittee on Workforce Protections.

**Latest Action:** Referred to the Subcommittee on Workforce Protections. (Nov 16, 2015)

**Official Text:** <https://www.congress.gov/bill/114th-congress/house-bill/2873>

### Sponsor

**Name:** Rep. Crowley, Joseph [D-NY-14]

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

### Cosponsors (7 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Ellison, Keith [D-MN-5]	D · MN		Jun 24, 2015
Rep. Pocan, Mark [D-WI-2]	D · WI		Jun 24, 2015
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		Jun 24, 2015
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Jul 13, 2015
Rep. Polis, Jared [D-CO-2]	D · CO		Jul 28, 2015
Rep. Meeks, Gregory W. [D-NY-5]	D · NY		Oct 6, 2015
Rep. Kilmer, Derek [D-WA-6]	D · WA		Oct 9, 2015

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Nov 16, 2015

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
114 HR 4254	Related bill	<b>Mar 23, 2016:</b> Referred to the Subcommittee on Workforce Protections.
114 S 1504	Related bill	<b>Jun 4, 2015:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

## **Limiting the Ability to Demand Detrimental Employment Restrictions Act or the LADDER 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 the greater of \$15 per hour or the state or local minimum wage.

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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- **Nov 16, 2015:** Referred to the Subcommittee on Workforce Protections.
- **Jun 24, 2015:** Introduced in House
- **Jun 24, 2015:** Referred to the House Committee on Education and the Workforce.