

## S 2782

Workforce Mobility Act of 2018

**Congress:** 115 (2017–2019, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Apr 26, 2018

**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. (Apr 26, 2018)

**Official Text:** <https://www.congress.gov/bill/115th-congress/senate-bill/2782>

### Sponsor

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

**Party:** Democratic • **State:** CT • **Chamber:** Senate

### Cosponsors (2 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Warren, Elizabeth [D-MA]	D · MA		Apr 26, 2018
Sen. Wyden, Ron [D-OR]	D · OR		Apr 26, 2018

### Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Apr 26, 2018

### Subjects & Policy Tags

**Policy Area:**

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
115 HR 5631	Related bill	<b>May 22, 2018:</b> Referred to the Subcommittee on Regulatory Reform, Commercial And Antitrust Law.

## **Workforce Mobility Act of 2018**

This bill prohibits employers from entering into, enforcing, or threatening to enforce a covenant not to compete with any employee of such employer. A "covenant not to complete" is an agreement between an employer and employee that restricts such employee from performing, after the employment relationship terminates, any work for another employer for a specified period of time, any work in a specified geographical area, or any work for any other employer that is similar to the work performed for the employer who is a party to such agreement. A prohibition against a covenant not to compete does not preclude an agreement between an employer and employee not to share trade secrets.

The bill directs the Department of Labor to enforce this bill and impose a fine upon violators. An aggrieved party may file a civil action for actual and punitive damages, and for reasonable attorney's fees and costs if the action is successful.

## **Actions Timeline**

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- **Apr 26, 2018:** Introduced in Senate
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