

HR 6406

EMPOWER Act

Congress: 115 (2017–2019, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Jul 17, 2018

Current Status: Referred to the Committee on Education and the Workforce, and in addition to the Committees on Ways

Latest Action: Referred to the Committee on Education and the Workforce, and in addition to the Committees on Ways and Means, Financial Services, House Administration, Oversight and Government Reform, and the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned. (Jul 17, 2018)

Official Text: <https://www.congress.gov/bill/115th-congress/house-bill/6406>

Sponsor

Name: Rep. Frankel, Lois [D-FL-21]

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

Cosponsors (14 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Blunt Rochester, Lisa [D-DE-At Large]	D · DE		Jul 17, 2018
Rep. Comstock, Barbara [R-VA-10]	R · VA		Jul 17, 2018
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Jul 17, 2018
Rep. Poe, Ted [R-TX-2]	R · TX		Jul 17, 2018
Rep. Faso, John J. [R-NY-19]	R · NY		Sep 4, 2018
Rep. Fitzpatrick, Brian K. [R-PA-8]	R · PA		Sep 7, 2018
Rep. Speier, Jackie [D-CA-14]	D · CA		Sep 7, 2018
Rep. Stefanik, Elise M. [R-NY-21]	R · NY		Sep 13, 2018
Rep. Katko, John [R-NY-24]	R · NY		Sep 27, 2018
Rep. Dingell, Debbie [D-MI-12]	D · MI		Oct 5, 2018
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Oct 5, 2018
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Oct 5, 2018
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Nov 2, 2018
Resident Commissioner González-Colón, Jenniffer [R-PR-At Large]	R · PR		Nov 2, 2018

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Jul 17, 2018
Education and Workforce Committee	House	Referred To	Jul 17, 2018
Financial Services Committee	House	Referred To	Jul 17, 2018
Judiciary Committee	House	Referred To	Jul 17, 2018
Oversight and Government Reform Committee	House	Referred To	Jul 17, 2018
Ways and Means Committee	House	Referred To	Jul 17, 2018

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
115 S 2988	Related bill	Jun 5, 2018: Read twice and referred to the Committee on Finance.
115 S 2994	Related bill	Jun 5, 2018: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Summary (as of Jul 17, 2018)

Ending the Monopoly of Power Over Workplace Harassment through Education and Reporting Act or the EMPOWER Act

This bill makes it an unlawful practice (with exceptions regarding certain settlement or separation agreements) for an employer to: (1) enter into a contract with an employee or applicant, as a condition of employment, promotion, compensation, benefits, or change in employment status or contractual relationship, or as a term, condition, or privilege of employment, if that contract contains a nondisparagement or nondisclosure clause that covers workplace harassment; and (2) enforce, or attempt to enforce, a nondisparagement clause or nondisclosure clause.

Notwithstanding signing any nondisparagement or nondisclosure clause, an employee or applicant retains any right that person would otherwise have had to report a concern about workplace harassment to the Equal Employment Opportunity Commission (EEOC) and other specified agencies, and any right that person would otherwise have had to bring an action in a court of the United States.

The bill: (1) sets forth enforcement powers of the EEOC and various entities, and the jurisdiction of U.S. courts, regarding workplace harassment; and (2) makes specified procedures and remedies applicable.

The EEOC shall: (1) establish a confidential tip-line that supplements its existing process for submitting a charge of discrimination, and (2) provide for the development and dissemination of workplace training programs and information regarding workplace harassment, including sexual harassment.

The Internal Revenue Code is amended to modify the tax treatment of amounts related to employment discrimination and workplace harassment.

Actions Timeline

- **Jul 17, 2018:** Introduced in House
- **Jul 17, 2018:** Referred to the Committee on Education and the Workforce, and in addition to the Committees on Ways and Means, Financial Services, House Administration, Oversight and Government Reform, and the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.