

S 1082

BE HEARD in the Workplace Act

Congress: 116 (2019–2021, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Apr 9, 2019

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 9, 2019)

Official Text: <https://www.congress.gov/bill/116th-congress/senate-bill/1082>

Sponsor

Name: Sen. Murray, Patty [D-WA]

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

Cosponsors (19 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Baldwin, Tammy [D-WI]	D · WI		Apr 9, 2019
Sen. Blumenthal, Richard [D-CT]	D · CT		Apr 9, 2019
Sen. Booker, Cory A. [D-NJ]	D · NJ		Apr 9, 2019
Sen. Brown, Sherrod [D-OH]	D · OH		Apr 9, 2019
Sen. Cardin, Benjamin L. [D-MD]	D · MD		Apr 9, 2019
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		Apr 9, 2019
Sen. Duckworth, Tammy [D-IL]	D · IL		Apr 9, 2019
Sen. Durbin, Richard J. [D-IL]	D · IL		Apr 9, 2019
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Apr 9, 2019
Sen. Harris, Kamala D. [D-CA]	D · CA		Apr 9, 2019
Sen. Kaine, Tim [D-VA]	D · VA		Apr 9, 2019
Sen. Klobuchar, Amy [D-MN]	D · MN		Apr 9, 2019
Sen. Markey, Edward J. [D-MA]	D · MA		Apr 9, 2019
Sen. Merkley, Jeff [D-OR]	D · OR		Apr 9, 2019
Sen. Rosen, Jacky [D-NV]	D · NV		Apr 9, 2019
Sen. Sanders, Bernard [I-VT]	I · VT		Apr 9, 2019
Sen. Van Hollen, Chris [D-MD]	D · MD		Apr 9, 2019
Sen. Warren, Elizabeth [D-MA]	D · MA		Apr 9, 2019
Sen. Schumer, Charles E. [D-NY]	D · NY		Mar 2, 2020

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Apr 9, 2019

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
116 HR 2749	Related bill	Jun 26, 2019: Referred to the Subcommittee on Antitrust, Commercial, and Administrative Law.
116 S 1491	Related bill	May 15, 2019: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
116 HR 2148	Identical bill	May 3, 2019: Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.

Summary (as of Apr 9, 2019)

Bringing an End to Harassment by Enhancing Accountability and Rejecting Discrimination in the Workplace Act or the BE HEARD in the Workplace Act

This bill sets forth provisions to prevent discrimination and harassment in the workplace and raises the minimum wage for tipped employees.

Specifically, the bill (1) makes it an unlawful employment practice to discriminate against an individual in the workplace based on sexual orientation, gender identity, pregnancy, childbirth, a medical condition related to pregnancy or childbirth, and a sex stereotype; (2) prohibits employers from entering into contracts or agreements with workers that contain certain nondisparagement or nondisclosure clauses; (3) prohibits predispute arbitration agreements and postdispute agreements with certain exceptions, and (4) establishes grant programs to prevent and respond to workplace discrimination and harassment, provide legal assistance for low-income workers related to employment discrimination, and establish a system of legal advocacy in states to protect the rights of workers.

Additionally, the bill, among other things

- requires employers who have 15 or more employees to adopt a comprehensive nondiscrimination policy;
- requires the Equal Employment Opportunity Commission to provide specified training and resource materials, establish and convene a harassment prevention task force, and establish an Office of Education and Outreach with regard to prohibited discrimination and harassment in employment;
- requires specified studies, reports, and research on prohibited harassment in employment; and
- grants employees the right to retain their tips.

Actions Timeline

- **Apr 9, 2019:** Introduced in Senate
- **Apr 9, 2019:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.