

HR 135

Elijah E. Cummings Federal Employee Antidiscrimination Act of 2019

Congress: 116 (2019–2021, Ended)

Chamber: House

Policy Area: Government Operations and Politics

Introduced: Jan 3, 2019

Current Status: Placed on Senate Legislative Calendar under General Orders. Calendar No. 330.

Latest Action: Placed on Senate Legislative Calendar under General Orders. Calendar No. 330. (Dec 16, 2019)

Official Text: <https://www.congress.gov/bill/116th-congress/house-bill/135>

Sponsor

Name: Rep. Cummings, Elijah E. [D-MD-7]

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

Cosponsors (4 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jan 3, 2019
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Jan 3, 2019
Rep. Meadows, Mark [R-NC-11]	R · NC		Jan 3, 2019
Rep. Sensenbrenner, F. James, Jr. [R-WI-5]	R · WI		Jan 3, 2019

Committee Activity

Committee	Chamber	Activity	Date
Homeland Security and Governmental Affairs Committee	Senate	Reported By	Dec 16, 2019
Oversight and Government Reform Committee	House	Referred To	Jan 3, 2019

Subjects & Policy Tags

Policy Area:

Government Operations and Politics

Related Bills

Bill	Relationship	Last Action
116 HR 2500	Related bill	Aug 11, 2020: Read twice. Placed on Senate Legislative Calendar under General Orders. Calendar No. 512.
116 S 1790	Related bill	Dec 20, 2019: Became Public Law No: 116-92.

Elijah E. Cummings Federal Employee Antidiscrimination Act of 2019

This bill requires each federal agency to establish a model Equal Employment Opportunity Program that is independent of the agency's Human Capital or General Counsel office, and it establishes requirements related to complaints of discrimination and retaliation in the workplace.

An agency must publish a notice of any final agency action or Equal Employment Opportunity Commission (EEOC) appellate decision involving a finding of prohibited discrimination or retaliation, and it must report certain data with respect to specified equal opportunity complaints. Each agency must establish a system to track complaints of discrimination and include a notation of any adverse action taken against an employee for discrimination or retaliation in the employee's personnel record.

The EEOC must refer to the Office of Special Counsel a matter about which it issues an appellate decision involving a finding of discrimination or retaliation within a federal agency, and the Office of Special Counsel shall accept and review such referral for purposes of seeking disciplinary action.

An employee who has authority to take, recommend, or approve any personnel action shall not implement or enforce a nondisclosure policy that prohibits or restricts an employee from disclosing information relating to (1) a violation of any law, rule, or regulation; (2) mismanagement, gross waste of funds, or abuse of authority; (3) a substantial and specific danger to public health or safety; or (4) any other whistle-blower protection.

Actions Timeline

- **Dec 16, 2019:** Committee on Homeland Security and Governmental Affairs. Reported by Senator Johnson with an amendment in the nature of a substitute. With written report No. 116-176.
- **Dec 16, 2019:** Placed on Senate Legislative Calendar under General Orders. Calendar No. 330.
- **Nov 6, 2019:** Committee on Homeland Security and Governmental Affairs. Ordered to be reported with an amendment in the nature of a substitute favorably.
- **Jan 16, 2019:** Received in the Senate and Read twice and referred to the Committee on Homeland Security and Governmental Affairs.
- **Jan 15, 2019:** Mr. Cummings moved to suspend the rules and pass the bill.
- **Jan 15, 2019:** Considered under suspension of the rules. (consideration: CR H558-562)
- **Jan 15, 2019:** DEBATE - The House proceeded with forty minutes of debate on H.R. 135.
- **Jan 15, 2019:** At the conclusion of debate, the Yeas and Nays were demanded and ordered. Pursuant to the provisions of clause 8, rule XX, the Chair announced that further proceedings on the motion would be postponed.
- **Jan 15, 2019:** Considered as unfinished business. (consideration: CR H580)
- **Jan 15, 2019:** Passed/agreed to in House: On motion to suspend the rules and pass the bill Agreed to by the Yeas and Nays: (2/3 required): 424 - 0 (Roll no. 33). (text: CR H558-560)
- **Jan 15, 2019:** On motion to suspend the rules and pass the bill Agreed to by the Yeas and Nays: (2/3 required): 424 - 0 (Roll no. 33). (text: CR H558-560)
- **Jan 15, 2019:** Motion to reconsider laid on the table Agreed to without objection.
- **Jan 3, 2019:** Introduced in House
- **Jan 3, 2019:** Referred to the House Committee on Oversight and Reform.