

HR 2148

BE HEARD in the Workplace Act

Congress: 116 (2019–2021, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Apr 9, 2019

Current Status: Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.

Latest Action: Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties. (May 3, 2019)

Official Text: <https://www.congress.gov/bill/116th-congress/house-bill/2148>

Sponsor

Name: Rep. Clark, Katherine M. [D-MA-5]

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

Cosponsors (151 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Mucarsel-Powell, Debbie [D-FL-26]	D · FL		Apr 9, 2019
Rep. Pressley, Ayanna [D-MA-7]	D · MA		Apr 9, 2019
Rep. Slotkin, Elissa [D-MI-8]	D · MI		Apr 9, 2019
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Apr 10, 2019
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Apr 10, 2019
Rep. Lee, Barbara [D-CA-13]	D · CA		Apr 10, 2019
Rep. Levin, Andy [D-MI-9]	D · MI		Apr 10, 2019
Rep. Meeks, Gregory W. [D-NY-5]	D · NY		Apr 10, 2019
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Apr 10, 2019
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Apr 10, 2019
Rep. Davis, Susan A. [D-CA-53]	D · CA		Apr 12, 2019
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Apr 12, 2019
Rep. Raskin, Jamie [D-MD-8]	D · MD		Apr 12, 2019
Rep. Ryan, Tim [D-OH-13]	D · OH		Apr 12, 2019
Rep. Tlaib, Rashida [D-MI-13]	D · MI		Apr 12, 2019
Rep. Trahan, Lori [D-MA-3]	D · MA		Apr 12, 2019
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Apr 12, 2019
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Apr 18, 2019
Rep. Hill, Katie [D-CA-25]	D · CA		Apr 18, 2019
Rep. Lawson, Al, Jr. [D-FL-5]	D · FL		Apr 18, 2019
Rep. McGovern, James P. [D-MA-2]	D · MA		Apr 18, 2019
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Apr 22, 2019
Rep. Espaillat, Adriano [D-NY-13]	D · NY		Apr 25, 2019
Rep. Haaland, Debra A. [D-NM-1]	D · NM		Apr 25, 2019
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		Apr 25, 2019
Rep. Jayapal, Pramila [D-WA-7]	D · WA		Apr 25, 2019
Rep. Moore, Gwen [D-WI-4]	D · WI		Apr 25, 2019
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Apr 29, 2019
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Apr 29, 2019
Rep. Carbajal, Salud O. [D-CA-24]	D · CA		Apr 29, 2019
Rep. Cisneros, Gilbert Ray, Jr. [D-CA-39]	D · CA		Apr 29, 2019
Rep. Davis, Danny K. [D-IL-7]	D · IL		Apr 29, 2019
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Apr 29, 2019
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Apr 29, 2019
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Apr 29, 2019
Rep. Pocan, Mark [D-WI-2]	D · WI		Apr 29, 2019
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Apr 29, 2019
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Apr 29, 2019
Rep. Cárdenas, Tony [D-CA-29]	D · CA		Apr 30, 2019
Rep. Cohen, Steve [D-TN-9]	D · TN		Apr 30, 2019
Rep. Frankel, Lois [D-FL-21]	D · FL		Apr 30, 2019

Cosponsor	Party / State	Role	Date Joined
Rep. Garcia, Jesus G. "Chuy" [D-IL-4]	D · IL		Apr 30, 2019
Rep. Kennedy, Joseph P., III [D-MA-4]	D · MA		Apr 30, 2019
Rep. Moulton, Seth [D-MA-6]	D · MA		Apr 30, 2019
Rep. Omar, Ilhan [D-MN-5]	D · MN		Apr 30, 2019
Rep. Chu, Judy [D-CA-27]	D · CA		May 1, 2019
Rep. Doggett, Lloyd [D-TX-35]	D · TX		May 1, 2019
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		May 1, 2019
Rep. Lofgren, Zoe [D-CA-19]	D · CA		May 1, 2019
Rep. Cartwright, Matt [D-PA-8]	D · PA		May 2, 2019
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		May 2, 2019
Del. Sablan, Gregorio Kilili Camacho [D-MP-At Large]	D · MP		May 7, 2019
Rep. Castor, Kathy [D-FL-14]	D · FL		May 7, 2019
Rep. Cicilline, David N. [D-RI-1]	D · RI		May 7, 2019
Rep. Deutch, Theodore E. [D-FL-22]	D · FL		May 7, 2019
Rep. Dingell, Debbie [D-MI-12]	D · MI		May 7, 2019
Rep. Kirkpatrick, Ann [D-AZ-2]	D · AZ		May 7, 2019
Rep. Lieu, Ted [D-CA-33]	D · CA		May 7, 2019
Rep. Ocasio-Cortez, Alexandria [D-NY-14]	D · NY		May 7, 2019
Rep. Rouda, Harley [D-CA-48]	D · CA		May 7, 2019
Rep. Smith, Adam [D-WA-9]	D · WA		May 7, 2019
Rep. Cox, TJ [D-CA-21]	D · CA		May 8, 2019
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		May 8, 2019
Rep. Gallego, Ruben [D-AZ-7]	D · AZ		May 8, 2019
Rep. Kildee, Daniel T. [D-MI-5]	D · MI		May 8, 2019
Rep. Meng, Grace [D-NY-6]	D · NY		May 8, 2019
Rep. Rice, Kathleen M. [D-NY-4]	D · NY		May 9, 2019
Rep. Spanberger, Abigail Davis [D-VA-7]	D · VA		May 9, 2019
Del. Plaskett, Stacey E. [D-VI-At Large]	D · VI		May 14, 2019
Rep. McCollum, Betty [D-MN-4]	D · MN		May 14, 2019
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		May 14, 2019
Rep. Scanlon, Mary Gay [D-PA-5]	D · PA		May 14, 2019
Rep. Serrano, Jose E. [D-NY-15]	D · NY		May 14, 2019
Rep. Speier, Jackie [D-CA-14]	D · CA		May 14, 2019
Rep. Takano, Mark [D-CA-41]	D · CA		May 14, 2019
Rep. Himes, James A. [D-CT-4]	D · CT		May 15, 2019
Rep. Maloney, Sean Patrick [D-NY-18]	D · NY		May 20, 2019
Rep. Khanna, Ro [D-CA-17]	D · CA		May 22, 2019
Rep. Quigley, Mike [D-IL-5]	D · IL		May 22, 2019
Rep. Dean, Madeleine [D-PA-4]	D · PA		Jun 4, 2019
Rep. Pingree, Chellie [D-ME-1]	D · ME		Jun 4, 2019
Rep. Soto, Darren [D-FL-9]	D · FL		Jun 4, 2019
Rep. Lawrence, Brenda L. [D-MI-14]	D · MI		Jun 6, 2019

Cosponsor	Party / State	Role	Date Joined
Rep. Brownley, Julia [D-CA-26]	D · CA		Jun 11, 2019
Rep. Lujan, Ben Ray [D-NM-3]	D · NM		Jun 11, 2019
Rep. Bass, Karen [D-CA-37]	D · CA		Jun 13, 2019
Rep. Beatty, Joyce [D-OH-3]	D · OH		Jun 13, 2019
Rep. Carson, Andre [D-IN-7]	D · IN		Jun 25, 2019
Rep. Levin, Mike [D-CA-49]	D · CA		Jul 12, 2019
Rep. Lewis, John [D-GA-5]	D · GA		Jul 16, 2019
Rep. Neguse, Joe [D-CO-2]	D · CO		Jul 16, 2019
Rep. Sires, Albio [D-NJ-8]	D · NJ		Jul 16, 2019
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		Jul 17, 2019
Rep. Garcia, Sylvia R. [D-TX-29]	D · TX		Jul 18, 2019
Rep. Vargas, Juan [D-CA-51]	D · CA		Jul 23, 2019
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Jul 25, 2019
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Jul 30, 2019
Rep. Huffman, Jared [D-CA-2]	D · CA		Aug 9, 2019
Rep. Jeffries, Hakeem S. [D-NY-8]	D · NY		Aug 9, 2019
Rep. Larsen, Rick [D-WA-2]	D · WA		Aug 9, 2019
Rep. Engel, Eliot L. [D-NY-16]	D · NY		Aug 13, 2019
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Aug 23, 2019
Rep. Porter, Katie [D-CA-45]	D · CA		Aug 27, 2019
Rep. Barragan, Nanette Diaz [D-CA-44]	D · CA		Sep 6, 2019
Rep. Neal, Richard E. [D-MA-1]	D · MA		Sep 6, 2019
Rep. Evans, Dwight [D-PA-3]	D · PA		Sep 10, 2019
Rep. Harder, Josh [D-CA-10]	D · CA		Sep 10, 2019
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Sep 10, 2019
Rep. Thompson, Bennie G. [D-MS-2]	D · MS		Sep 10, 2019
Rep. Heck, Denny [D-WA-10]	D · WA		Sep 17, 2019
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Sep 17, 2019
Rep. Keating, William R. [D-MA-9]	D · MA		Sep 19, 2019
Rep. Casten, Sean [D-IL-6]	D · IL		Sep 25, 2019
Rep. Kilmer, Derek [D-WA-6]	D · WA		Sep 26, 2019
Rep. Langevin, James R. [D-RI-2]	D · RI		Oct 4, 2019
Rep. Scott, David [D-GA-13]	D · GA		Oct 4, 2019
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Oct 4, 2019
Rep. Crow, Jason [D-CO-6]	D · CO		Oct 8, 2019
Rep. Bishop, Sanford D., Jr. [D-GA-2]	D · GA		Oct 29, 2019
Rep. Waters, Maxine [D-CA-43]	D · CA		Oct 29, 2019
Rep. Titus, Dina [D-NV-1]	D · NV		Nov 14, 2019
Rep. Hayes, Jahana [D-CT-5]	D · CT		Nov 18, 2019
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Nov 22, 2019
Rep. Boyle, Brendan F. [D-PA-2]	D · PA		Dec 3, 2019
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Dec 3, 2019

Cosponsor	Party / State	Role	Date Joined
Rep. McEachin, A. Donald [D-VA-4]	D · VA		Jan 9, 2020
Rep. Blunt Rochester, Lisa [D-DE-At Large]	D · DE		Jan 16, 2020
Rep. Courtney, Joe [D-CT-2]	D · CT		Jan 16, 2020
Rep. Escobar, Veronica [D-TX-16]	D · TX		Jan 16, 2020
Rep. McBath, Lucy [D-GA-6]	D · GA		Jan 16, 2020
Rep. Trone, David J. [D-MD-6]	D · MD		Jan 21, 2020
Rep. Shalala, Donna E. [D-FL-27]	D · FL		Jan 24, 2020
Rep. Norcross, Donald [D-NJ-1]	D · NJ		Jan 27, 2020
Rep. Wexton, Jennifer [D-VA-10]	D · VA		Jan 28, 2020
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Jan 29, 2020
Rep. Adams, Alma S. [D-NC-12]	D · NC		Feb 4, 2020
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Feb 4, 2020
Rep. Tonko, Paul [D-NY-20]	D · NY		Feb 4, 2020
Rep. Clay, Wm. Lacy [D-MO-1]	D · MO		Feb 5, 2020
Rep. Larson, John B. [D-CT-1]	D · CT		Feb 6, 2020
Rep. Welch, Peter [D-VT-At Large]	D · VT		Feb 11, 2020
Rep. Krishnamoorthi, Raja [D-IL-8]	D · IL		Feb 26, 2020
Rep. Richmond, Cedric L. [D-LA-2]	D · LA		Feb 26, 2020
Rep. Perlmutter, Ed [D-CO-7]	D · CO		Feb 27, 2020
Rep. Suozzi, Thomas R. [D-NY-3]	D · NY		Feb 28, 2020
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Mar 2, 2020
Rep. Vela, Filemon [D-TX-34]	D · TX		Mar 11, 2020
Rep. Luria, Elaine G. [D-VA-2]	D · VA		Jul 13, 2020
Rep. Aguilar, Pete [D-CA-31]	D · CA		Nov 5, 2020
Rep. Cooper, Jim [D-TN-5]	D · TN		Nov 5, 2020
Rep. Yarmuth, John A. [D-KY-3]	D · KY		Nov 5, 2020

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Apr 9, 2019
Education and Workforce Committee	House	Referred To	Apr 9, 2019
Judiciary Committee	House	Referred to	May 3, 2019
Oversight and Government Reform Committee	House	Referred To	Apr 9, 2019
Veterans' Affairs Committee	House	Referred to	Apr 29, 2019

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
116 S 1491	Related bill	May 15, 2019: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
116 S 1082	Identical bill	Apr 9, 2019: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

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

- **May 3, 2019:** Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.
- **Apr 29, 2019:** Referred to the Subcommittee on Oversight and Investigations.
- **Apr 9, 2019:** Introduced in House
- **Apr 9, 2019:** Referred to the Committee on Education and Labor, and in addition to the Committees on the Judiciary, House Administration, Oversight and Reform, and Veterans' Affairs, 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.