

## S 2215

### End Employer Collusion Act

**Congress:** 116 (2019–2021, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Jul 23, 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. (Jul 23, 2019)

**Official Text:** <https://www.congress.gov/bill/116th-congress/senate-bill/2215>

### Sponsor

**Name:** Sen. Booker, Cory A. [D-NJ]

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

### Cosponsors (1 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Warren, Elizabeth [D-MA]	D · MA		Jul 23, 2019

### Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Jul 23, 2019

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
116 HR 3920	Related bill	Aug 15, 2019: Referred to the Subcommittee on Antitrust, Commercial, and Administrative Law.

## End Employer Collusion Act

This bill makes it unlawful for any entity to enter into a restrictive employment agreement, or to enforce or threaten to enforce a restrictive employment agreement. A "restrictive employment agreement" is any agreement between two or more employers that prohibits or restricts one employer from soliciting or hiring another employer's employees or former employees.

Any employer that has in effect a franchise agreement that includes a restrictive employment agreement that was entered into before enactment of this bill must amend the franchise agreement to remove such agreement.

The bill allows aggrieved individuals to bring a civil action for actual and punitive damages, plus attorney's fees, against an entity that enters into, or threatens to enforce, or fails to remove, a restrictive employment agreement.

The bill grants the Federal Trade Commission the power to enforce the requirements of this bill.

## Actions Timeline

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- **Jul 23, 2019:** Introduced in Senate
- **Jul 23, 2019:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.