

## HR 5710

Workforce Mobility Act of 2020

**Congress:** 116 (2019–2021, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Jan 29, 2020

**Current Status:** Referred to the Committee on Energy and Commerce, and in addition to the Committee on Education and

**Latest Action:** Referred to the Committee on Energy and Commerce, and in addition to the Committee on Education and Labor, 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. (Jan 29, 2020)

**Official Text:** <https://www.congress.gov/bill/116th-congress/house-bill/5710>

### Sponsor

**Name:** Rep. Peters, Scott H. [D-CA-52]

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

### Cosponsors (2 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		Jan 29, 2020
Rep. Gallagher, Mike [R-WI-8]	R · WI		Jan 29, 2020

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Jan 29, 2020
Energy and Commerce Committee	House	Referred To	Jan 29, 2020

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
116 S 2614	Related bill	Nov 14, 2019: Committee on Small Business and Entrepreneurship. Hearings held. Hearings printed: S.Hrg. 116-233.

## **Workforce Mobility Act of 2020**

This bill prohibits employers from entering into, enforcing, or threatening to enforce noncompete agreements with employees, subject to exceptions. Noncompete agreements prohibit an employee from performing similar work or working with a competitor employer for a certain period of time or in a specified geographic area after the current working relationship terminates. Employers must post in the workplace a notice of this prohibition.

The bill permits certain noncompete agreements in the context of the sale of a business or the dissolution of a business partnership.

Violations of the prohibition against noncompete agreements are unfair business practices subject to enforcement by the Federal Trade Commission. The Department of Labor also must receive and investigate complaints of such violations and may bring claims to prohibit enforcement of such noncompete agreements and seek civil penalties.

## **Actions Timeline**

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- **Jan 29, 2020:** Introduced in House
- **Jan 29, 2020:** Referred to the Committee on Energy and Commerce, and in addition to the Committee on Education and Labor, 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.