

S 483

Workforce Mobility Act of 2021

Congress: 117 (2021–2023, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Feb 25, 2021

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. (Feb 25, 2021)

Official Text: <https://www.congress.gov/bill/117th-congress/senate-bill/483>

Sponsor

Name: Sen. Murphy, Christopher [D-CT]

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

Cosponsors (3 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Cramer, Kevin [R-ND]	R · ND		Feb 25, 2021
Sen. Kaine, Tim [D-VA]	D · VA		Feb 25, 2021
Sen. Young, Todd [R-IN]	R · IN		Feb 25, 2021

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Feb 25, 2021

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
117 HR 1367	Related bill	Feb 26, 2021: Referred to the Subcommittee on Consumer Protection and Commerce.

Workforce Mobility Act of 2021

This bill prohibits the use of noncompete agreements in the context of commercial enterprises except under certain circumstances.

The first exception is that the seller of the entirety of a business interest may enter an agreement to refrain from engaging in a similar business in the geographic areas where the business being sold has conducted business prior to the agreement. This exception extends to agreements by senior executive officials who have a severance agreement as part of the conditions of sale (i.e., a buyout provision). Second, a partner of an enterprise, in anticipation of the dissolution of the partnership or disassociation of a partner, may enter an agreement to refrain from engaging in a similar business in the geographic areas where the partnership has conducted business prior to the agreement.

Commercial enterprises must post notice of this prohibition in the workplace.

The Federal Trade Commission or the Department of Labor shall investigate or enforce the provisions of this bill.

Actions Timeline

- **Feb 25, 2021:** Introduced in Senate
- **Feb 25, 2021:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.