

HR 5842

EMPOWER Act

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Nov 3, 2021

Current Status: Referred to the Committee on Education and Labor, and in addition to the Committees on Ways and Means

Latest Action: Referred to the Committee on Education and Labor, and in addition to the Committees on Ways and Means, the Judiciary, House Administration, Oversight and Reform, and Financial Services, 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. (Nov 3, 2021)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/5842>

Sponsor

Name: Rep. Frankel, Lois [D-FL-21]

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

Cosponsors (98 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Nov 3, 2021
Rep. Axne, Cynthia [D-IA-3]	D · IA		Nov 3, 2021
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Nov 3, 2021
Rep. Blunt Rochester, Lisa [D-DE-At Large]	D · DE		Nov 3, 2021
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Nov 3, 2021
Rep. Bowman, Jamaal [D-NY-16]	D · NY		Nov 3, 2021
Rep. Carson, Andre [D-IN-7]	D · IN		Nov 3, 2021
Rep. Casten, Sean [D-IL-6]	D · IL		Nov 3, 2021
Rep. Castor, Kathy [D-FL-14]	D · FL		Nov 3, 2021
Rep. Chu, Judy [D-CA-27]	D · CA		Nov 3, 2021
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Nov 3, 2021
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Nov 3, 2021
Rep. Cohen, Steve [D-TN-9]	D · TN		Nov 3, 2021
Rep. Cooper, Jim [D-TN-5]	D · TN		Nov 3, 2021
Rep. Crist, Charlie [D-FL-13]	D · FL		Nov 3, 2021
Rep. Davis, Danny K. [D-IL-7]	D · IL		Nov 3, 2021
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Nov 3, 2021
Rep. Demings, Val Butler [D-FL-10]	D · FL		Nov 3, 2021
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Nov 3, 2021
Rep. Dingell, Debbie [D-MI-12]	D · MI		Nov 3, 2021
Rep. Escobar, Veronica [D-TX-16]	D · TX		Nov 3, 2021
Rep. Espaillat, Adriano [D-NY-13]	D · NY		Nov 3, 2021
Rep. Fitzpatrick, Brian K. [R-PA-1]	R · PA		Nov 3, 2021
Rep. Foster, Bill [D-IL-11]	D · IL		Nov 3, 2021
Rep. Garcia, Sylvia R. [D-TX-29]	D · TX		Nov 3, 2021
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Nov 3, 2021
Rep. Hayes, Jahana [D-CT-5]	D · CT		Nov 3, 2021
Rep. Jacobs, Sara [D-CA-53]	D · CA		Nov 3, 2021
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Nov 3, 2021
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Nov 3, 2021
Rep. Katko, John [R-NY-24]	R · NY		Nov 3, 2021
Rep. Kilmer, Derek [D-WA-6]	D · WA		Nov 3, 2021
Rep. Kirkpatrick, Ann [D-AZ-2]	D · AZ		Nov 3, 2021
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Nov 3, 2021
Rep. Lawrence, Brenda L. [D-MI-14]	D · MI		Nov 3, 2021
Rep. Lawson, Al, Jr. [D-FL-5]	D · FL		Nov 3, 2021
Rep. Lee, Barbara [D-CA-13]	D · CA		Nov 3, 2021
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Nov 3, 2021
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Nov 3, 2021
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Nov 3, 2021
Rep. Manning, Kathy E. [D-NC-6]	D · NC		Nov 3, 2021

Cosponsor	Party / State	Role	Date Joined
Rep. McCollum, Betty [D-MN-4]	D · MN		Nov 3, 2021
Rep. McGovern, James P. [D-MA-2]	D · MA		Nov 3, 2021
Rep. Meng, Grace [D-NY-6]	D · NY		Nov 3, 2021
Rep. Moore, Gwen [D-WI-4]	D · WI		Nov 3, 2021
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Nov 3, 2021
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Nov 3, 2021
Rep. Newman, Marie [D-IL-3]	D · IL		Nov 3, 2021
Rep. Pingree, Chellie [D-ME-1]	D · ME		Nov 3, 2021
Rep. Raskin, Jamie [D-MD-8]	D · MD		Nov 3, 2021
Rep. Rice, Kathleen M. [D-NY-4]	D · NY		Nov 3, 2021
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Nov 3, 2021
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Nov 3, 2021
Rep. Scanlon, Mary Gay [D-PA-5]	D · PA		Nov 3, 2021
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Nov 3, 2021
Rep. Speier, Jackie [D-CA-14]	D · CA		Nov 3, 2021
Rep. Strickland, Marilyn [D-WA-10]	D · WA		Nov 3, 2021
Rep. Tlaib, Rashida [D-MI-13]	D · MI		Nov 3, 2021
Rep. Trahan, Lori [D-MA-3]	D · MA		Nov 3, 2021
Rep. Underwood, Lauren [D-IL-14]	D · IL		Nov 3, 2021
Rep. Veasey, Marc A. [D-TX-33]	D · TX		Nov 3, 2021
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Nov 3, 2021
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Nov 3, 2021
Rep. Welch, Peter [D-VT-At Large]	D · VT		Nov 3, 2021
Rep. Wild, Susan [D-PA-7]	D · PA		Nov 3, 2021
Rep. Cárdenas, Tony [D-CA-29]	D · CA		Nov 15, 2021
Rep. Harder, Josh [D-CA-10]	D · CA		Nov 15, 2021
Rep. Johnson, Eddie Bernice [D-TX-30]	D · TX		Nov 15, 2021
Rep. Barragan, Nanette Diaz [D-CA-44]	D · CA		Dec 14, 2021
Rep. Costa, Jim [D-CA-16]	D · CA		Dec 14, 2021
Rep. Dean, Madeleine [D-PA-4]	D · PA		Dec 14, 2021
Rep. Garcia, Jesus G. "Chuy" [D-IL-4]	D · IL		Dec 14, 2021
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Dec 14, 2021
Rep. Levin, Andy [D-MI-9]	D · MI		Dec 14, 2021
Rep. Moulton, Seth [D-MA-6]	D · MA		Dec 14, 2021
Rep. Mrvan, Frank J. [D-IN-1]	D · IN		Dec 14, 2021
Rep. Porter, Katie [D-CA-45]	D · CA		Dec 14, 2021
Rep. Omar, Ilhan [D-MN-5]	D · MN		Dec 20, 2021
Rep. Ross, Deborah K. [D-NC-2]	D · NC		Dec 20, 2021
Rep. Sewell, Terri A. [D-AL-7]	D · AL		Dec 20, 2021
Rep. Stansbury, Melanie Ann [D-NM-1]	D · NM		Dec 20, 2021
Rep. Tonko, Paul [D-NY-20]	D · NY		Dec 20, 2021
Rep. Trone, David J. [D-MD-6]	D · MD		Dec 23, 2021

Cosponsor	Party / State	Role	Date Joined
Rep. Williams, Nikema [D-GA-5]	D · GA		Dec 23, 2021
Rep. Delgado, Antonio [D-NY-19]	D · NY		Jan 6, 2022
Rep. Jayapal, Pramila [D-WA-7]	D · WA		Jan 6, 2022
Rep. Krishnamoorthi, Raja [D-IL-8]	D · IL		Jan 6, 2022
Rep. Neguse, Joe [D-CO-2]	D · CO		Jan 6, 2022
Rep. Pressley, Ayanna [D-MA-7]	D · MA		Jan 6, 2022
Rep. Brown, Anthony G. [D-MD-4]	D · MD		Jan 25, 2022
Rep. Doyle, Michael F. [D-PA-18]	D · PA		Jan 25, 2022
Rep. Quigley, Mike [D-IL-5]	D · IL		Jan 25, 2022
Rep. Soto, Darren [D-FL-9]	D · FL		Jan 25, 2022
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Jan 25, 2022
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Feb 3, 2022
Rep. Allred, Colin Z. [D-TX-32]	D · TX		Feb 28, 2022
Rep. Cherfilus-McCormick, Sheila [D-FL-20]	D · FL		Feb 28, 2022
Rep. Titus, Dina [D-NV-1]	D · NV		Mar 11, 2022

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Nov 3, 2021
Education and Workforce Committee	House	Referred To	Nov 3, 2021
Financial Services Committee	House	Referred To	Nov 3, 2021
Judiciary Committee	House	Referred To	Nov 3, 2021
Oversight and Government Reform Committee	House	Referred To	Nov 3, 2021
Ways and Means Committee	House	Referred To	Nov 3, 2021

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

No related bills are listed.

Ending the Monopoly of Power Over Workplace Harassment through Education and Reporting Act or the EMPOWER Act

This bill makes it an unlawful labor practice for an employer to enter into, or attempt to enforce, a contract with an employee or job applicant that contains a nondisparagement or nondisclosure clause that covers workplace or sexual harassment, including retaliation for participating in a workplace harassment proceeding. The bill exempts certain settlement or separation agreements from such prohibition.

The bill also requires the Securities and Exchange Commission to promulgate a regulation that requires any issuer of securities to submit a report for the most recent five-year period with respect to workplace and sexual harassment. The commission must provide for the development and dissemination of training programs and information regarding workplace and sexual harassment.

The bill denies a tax deduction for amounts related to judgments and expenses in connection with litigation related to workplace or sexual harassment. It also excludes from gross income, for income tax purposes, any amount received in connection with a claim or settlement related to workplace or sexual harassment, or other unlawful discrimination.

Actions Timeline

- **Nov 3, 2021:** Introduced in House
- **Nov 3, 2021:** Referred to the Committee on Education and Labor, and in addition to the Committees on Ways and Means, the Judiciary, House Administration, Oversight and Reform, and Financial Services, 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.

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