

HR 731

Workforce Mobility Act of 2023

Congress: 118 (2023–2025, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Feb 1, 2023

Current Status: Referred to the Subcommittee on Innovation, Data, and Commerce.

Latest Action: Referred to the Subcommittee on Innovation, Data, and Commerce. (Feb 10, 2023)

Official Text: <https://www.congress.gov/bill/118th-congress/house-bill/731>

Sponsor

Name: Rep. Peters, Scott H. [D-CA-50]

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

Cosponsors (3 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Eshoo, Anna G. [D-CA-16]	D · CA		Feb 1, 2023
Rep. Gallagher, Mike [R-WI-8]	R · WI		Feb 1, 2023
Rep. Pfluger, August [R-TX-11]	R · TX		Aug 9, 2024

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Feb 1, 2023
Energy and Commerce Committee	House	Referred to	Feb 10, 2023

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
118 S 220	Identical bill	Feb 1, 2023: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Sponsor introductory remarks on measure: CR S207-208)

Workforce Mobility Act of 2023

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 a business entity may enter into an agreement to refrain from engaging in a similar business in the geographic area 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 may enter into an agreement that, upon dissolution of the partnership or dissociation of the partner from the partnership, the partner will 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 the prohibition of noncompete agreements under this bill in a conspicuous area of the workplace and conduct a public awareness campaign to inform the public of the provisions of this bill.

The Federal Trade Commission or the Department of Labor shall investigate or enforce the provisions of the bill. Individuals and state attorneys general may also bring civil actions to enforce the provisions of the bill.

Actions Timeline

- **Feb 10, 2023:** Referred to the Subcommittee on Innovation, Data, and Commerce.
- **Feb 1, 2023:** Introduced in House
- **Feb 1, 2023:** Referred to the Committee on Energy and Commerce, and in addition to the Committee on Education and the Workforce, 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.