To prohibit agreements between employers that directly restrict the current or future employment of any employee.

IN THE SENATE OF THE UNITED STATES

MARCH 1, 2018

Mr. Booker (for himself and Ms. Warren) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To prohibit agreements between employers that directly restrict the current or future employment of any employee.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “End Employer Collusion Act”.

SEC. 2. UNFAIR METHODS ON COMPETITION RELATING TO RESTRICTIVE EMPLOYMENT AGREEMENTS.

(a) DEFINITIONS.—In this section:
(1) **Employer.**—The term “employer” has the meaning given the term in section 3 of the Fair Labor Standards Act of 1938 (29 U.S.C. 203).

(2) **Restrictive Employment Agreement.**—The term “restrictive employment agreement” means any agreement that—

(A) is between two or more employers, including through a franchise agreement or a contractor-subcontractor agreement; and

(B) prohibits or restricts one employer from soliciting or hiring another employer’s employees or former employees.

(b) **Conduct Prohibited.**—It shall be unlawful for any entity to—

(1) enter into a restrictive employment agreement; or

(2) enforce or threaten to enforce a restrictive employment agreement.

(c) **Enforcement.**—

(1) **Private Right of Action.**—

(A) **In general.**—Any person who fails to comply with subsection (b) shall be liable to any individual in an amount equal to the sum—

(i) of any actual damages sustained by the individual as a result of the failure;
(ii) such amount of punitive damages
as the court may allow; and

(iii) in the case of any successful ac-
tion to enforce any liability under this sec-
tion, the costs of the action together with
reasonable attorney’s fees as determined by
the court.

(B) VENUE.—Any person may bring a civil
action under subparagraph (A) in any appro-
priate district court of the United States.

(2) FEDERAL TRADE COMMISSION.—

(A) POWERS OF COMMISSION.—

(i) IN GENERAL.—The Commission
shall enforce this section in the same man-
ner, by the same means, and with the
same jurisdiction, powers, and duties as
though all applicable terms and provisions
of the Federal Trade Commission Act (15
U.S.C. 41 et seq.) were incorporated into
and made a part of this section.

(ii) PRIVILEGES AND IMMUNITIES.—
Any person who violates subsection (b)
shall be subject to the penalties and enti-
tled to the privileges and immunities pro-