

HOUSE No. 1625

The Commonwealth of Massachusetts

PRESENTED BY:

Kenneth I. Gordon

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relative to defense against abusive waivers.

PETITION OF:

NAME:	DISTRICT/ADDRESS:
<i>Kenneth I. Gordon</i>	<i>21st Middlesex</i>
<i>Peter Capano</i>	<i>11th Essex</i>
<i>Lori A. Ehrlich</i>	<i>8th Essex</i>
<i>Jason M. Lewis</i>	<i>Fifth Middlesex</i>
<i>David Paul Linsky</i>	<i>5th Middlesex</i>
<i>Carolyn C. Dykema</i>	<i>8th Middlesex</i>
<i>Ruth B. Balser</i>	<i>12th Middlesex</i>
<i>Christine P. Barber</i>	<i>34th Middlesex</i>
<i>Jennifer E. Benson</i>	<i>37th Middlesex</i>
<i>Paul Brodeur</i>	<i>32nd Middlesex</i>
<i>Harriette L. Chandler</i>	<i>First Worcester</i>
<i>Mike Connolly</i>	<i>26th Middlesex</i>
<i>Daniel R. Cullinane</i>	<i>12th Suffolk</i>
<i>Marjorie C. Decker</i>	<i>25th Middlesex</i>
<i>Mindy Domb</i>	<i>3rd Hampshire</i>
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>
<i>Tricia Farley-Bouvier</i>	<i>3rd Berkshire</i>
<i>Michael J. Finn</i>	<i>6th Hampden</i>

<i>Sean Garballey</i>	<i>23rd Middlesex</i>
<i>Denise C. Garlick</i>	<i>13th Norfolk</i>
<i>Carmine Lawrence Gentile</i>	<i>13th Middlesex</i>
<i>Stephan Hay</i>	<i>3rd Worcester</i>
<i>Jonathan Hecht</i>	<i>29th Middlesex</i>
<i>Natalie M. Higgins</i>	<i>4th Worcester</i>
<i>Mary S. Keefe</i>	<i>15th Worcester</i>
<i>Kay Khan</i>	<i>11th Middlesex</i>
<i>John J. Lawn, Jr.</i>	<i>10th Middlesex</i>
<i>David Henry Argosky LeBoeuf</i>	<i>17th Worcester</i>
<i>Jack Patrick Lewis</i>	<i>7th Middlesex</i>
<i>Jay D. Livingstone</i>	<i>8th Suffolk</i>
<i>Paul W. Mark</i>	<i>2nd Berkshire</i>
<i>Paul McMurtry</i>	<i>11th Norfolk</i>
<i>Christina A. Minicucci</i>	<i>14th Essex</i>
<i>Brian W. Murray</i>	<i>10th Worcester</i>
<i>Tram T. Nguyen</i>	<i>18th Essex</i>
<i>Jerald A. Parisella</i>	<i>6th Essex</i>
<i>Denise Provost</i>	<i>27th Middlesex</i>
<i>Rebecca L. Rausch</i>	<i>Norfolk, Bristol and Middlesex</i>
<i>David Allen Robertson</i>	<i>19th Middlesex</i>
<i>Maria Duaiame Robinson</i>	<i>6th Middlesex</i>
<i>David M. Rogers</i>	<i>24th Middlesex</i>
<i>Jeffrey N. Roy</i>	<i>10th Norfolk</i>
<i>Thomas M. Stanley</i>	<i>9th Middlesex</i>
<i>Steven Ultrino</i>	<i>33rd Middlesex</i>
<i>Tommy Vitolo</i>	<i>15th Norfolk</i>

HOUSE No. 1625

By Mr. Gordon of Bedford, a petition (accompanied by bill, House, No. 1625) of Kenneth I. Gordon and others relative to employment contracts waiving certain substantive or procedural rights or remedies. Labor and Workforce Development.

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-First General Court
(2019-2020)**

An Act relative to defense against abusive waivers.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 SECTION 1. Chapter 149 of the General Laws is hereby amended by adding the
2 following section:-

3 Section 192. (a) To the extent not preempted by federal law, a provision in a contract
4 waiving a substantive or procedural right or remedy relating to a claim of discrimination,
5 nonpayment of wages or benefits, retaliation, harassment or violation of public policy in
6 employment shall be unconscionable, void and unenforceable with respect to any such claim
7 arising after the waiver is made. No right or remedy arising under this section, chapter, chapter
8 151B, common law, the constitution or a rule of procedure may be prospectively waived. If a
9 provision of a contract is found to be unconscionable, void or unenforceable under this section,
10 the remaining provisions of the contract shall continue in full force and effect.

11 (b) Whoever enforces or attempts to enforce a waiver found to be unconscionable, void
12 or unenforceable under this section shall be liable for reasonable attorneys' fees and costs.

13 (c) No person or employer shall take retaliatory action including, but not limited to,
14 failure to hire, discharge, suspend, demote or discriminate in the terms, conditions or privileges
15 of employment, or any other adverse action, against a person because the person refuses to enter
16 into a contract that contains a waiver that would be unconscionable, void or unenforceable under
17 this section.

18 A person aggrieved by a violation of this section may, within 3 years after the violation,
19 commence a civil action in such person's own name and on such person's own behalf for
20 damages and injunctive relief. If the court finds that a person was aggrieved by a violation of
21 this section, the person may recover reasonable attorneys' fees and costs. The rights and
22 remedies in this section shall not be exclusive and shall not preempt other available procedures
23 and remedies for retaliatory actions including, but not limited to, those contained in section 150
24 and section 4 of chapter 151B.

25 (d) The attorney general may enforce this section if the substantive or procedural right or
26 remedy at issue arises under section 150.

27 (e) The Massachusetts Commission Against Discrimination may enforce this section if
28 the substantive or procedural right or remedy at issue arises under chapter 151B.

29 (f) A person aggrieved by a violation of chapter 151B who seeks a remedy other than: (i)
30 nonenforcement of a provision prohibited by this section; or (ii) reasonable attorneys' fees and
31 costs for enforcement of a provision prohibited by this section shall seek such remedy under said
32 chapter 151B.

33 (g) Nothing in this section shall expand or limit the use of collective bargaining
34 agreements.

35 SECTION 2. Section 192 of chapter 149 of the General Laws shall apply to contracts
36 entered into on or after the effective date of this act.