

116TH CONGRESS
1ST SESSION

H. R. 1443

To amend title 9 of the United States Code with respect to arbitration.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 28, 2019

Mrs. BUSTOS (for herself, Ms. STEFANIK, Ms. JAYAPAL, and Mr. GRIFFITH)
introduced the following bill; which was referred to the Committee on the
Judiciary

A BILL

To amend title 9 of the United States Code with respect
to arbitration.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Ending Forced Arbi-
5 tration of Sexual Harassment Act of 2019”.

6 **SEC. 2. ARBITRATION OF EMPLOYMENT DISPUTES.**

7 (a) IN GENERAL.—Title 9 of the United States Code
8 is amended by adding at the end the following:

1 **“CHAPTER 4—ARBITRATION OF SEX**
2 **DISCRIMINATION DISPUTES**

“Sec.

“401. Definitions.

“402. Validity and enforceability.

3 **“§ 401. Definitions**

4 “In this chapter—

5 “(1) the term ‘predispute arbitration agree-
6 ment’ means any agreement to arbitrate a dispute
7 that had not yet arisen at the time of the making
8 of the agreement; and

9 “(2) the term ‘sex discrimination dispute’
10 means a dispute between an employer and employee
11 arising out of conduct that would form the basis of
12 a claim based on sex under title VII of the Civil
13 Rights Act of 1964 (42 U.S.C. 2000e et seq.) if the
14 employment were employment by an employer (as
15 defined in section 701(b) of that Act (42 U.S.C.
16 2000e(b))), regardless of whether a violation of such
17 title VII is alleged.

18 **“§ 402. Validity and enforceability**

19 “(a) IN GENERAL.—Except as provided in subsection
20 (b)(2), and notwithstanding any other provision of this
21 title, no predispute arbitration agreement shall be valid
22 or enforceable if it requires arbitration of a sex discrimina-
23 tion dispute.

24 “(b) APPLICABILITY.—

1 “(1) IN GENERAL.—An issue as to whether this
2 chapter applies to an arbitration agreement shall be
3 determined under Federal law. The applicability of
4 this chapter to an agreement to arbitrate and the
5 validity and enforceability of an agreement to which
6 this chapter applies shall be determined by a court,
7 rather than an arbitrator, irrespective of whether the
8 party resisting arbitration challenges the arbitration
9 agreement specifically or in conjunction with other
10 terms of the contract containing such agreement.

11 “(2) COLLECTIVE BARGAINING AGREEMENTS.—
12 Nothing in this chapter shall apply to any arbitra-
13 tion provision in a contract between an employer and
14 a labor organization or between labor organizations,
15 except that no such arbitration provision shall have
16 the effect of waiving the right of an employee to
17 seek judicial enforcement of a right arising under a
18 provision of the Constitution of the United States, a
19 State constitution, or a Federal or State statute, or
20 public policy arising therefrom.”.

21 (b) TECHNICAL AND CONFORMING AMENDMENTS.—

22 (1) IN GENERAL.—Title 9 of the United States
23 Code is amended—

1 (A) in section 2, by inserting “or as other-
2 wise provided in chapter 4” before the period at
3 the end;

4 (B) in section 208—

5 (i) in the section heading, by striking
6 **“Chapter 1; residual application”**
7 and inserting **“Application”**; and

8 (ii) by adding at the end the fol-
9 lowing: “This chapter applies to the extent
10 that this chapter is not in conflict with
11 chapter 4.”; and

12 (C) in section 307—

13 (i) in the section heading, by striking
14 **“Chapter 1; residual application”**
15 and inserting **“Application”**; and

16 (ii) by adding at the end the fol-
17 lowing: “This chapter applies to the extent
18 that this chapter is not in conflict with
19 chapter 4.”.

20 (2) TABLE OF SECTIONS.—

21 (A) CHAPTER 2.—The table of sections for
22 chapter 2 of title 9, United States Code, is
23 amended by striking the item relating to section
24 208 and inserting the following:

“208. Application.”.

1 (B) CHAPTER 3.—The table of sections for
2 chapter 3 of title 9, United States Code, is
3 amended by striking the item relating to section
4 307 and inserting the following:

“307. Application.”.

5 (3) TABLE OF CHAPTERS.—The table of chap-
6 ters for title 9, United States Code, is amended by
7 adding at the end the following:

“4. Arbitration of sex discrimination disputes 401”.

8 **SEC. 3. EFFECTIVE DATE.**

9 This Act, and the amendments made by this Act,
10 shall take effect on the date of enactment of this Act and
11 shall apply with respect to any dispute or claim that arises
12 on or after such date.

