115TH CONGRESS
1ST SESSION

H. R. _____

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

IN THE HOUSE OF REPRESENTATIVES

Mrs. Bustos introduced the following bill; which was referred to the Committee on _______________________

A BILL

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

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 “Ending Forced Arbitration of Sexual Harassment Act”.

SEC. 2. ARBITRATION OF EMPLOYMENT DISPUTES.

(a) IN GENERAL.—Title 9 of the United States Code is amended by adding at the end the following:
CHAPTER 4—ARBITRATION OF EMPLOYMENT DISPUTES

SEC. 401. DEFINITIONS.

In this chapter—

(1) the term ‘sex discrimination dispute’ means a dispute between an employer and employee arising out of conduct that would form the basis of a claim based on sex under title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e et seq.) if the employment were employment as defined in section 701(b) of that title regardless of whether a violation of title VII is alleged; and

(2) the term ‘predispute arbitration agreement’ means any agreement to arbitrate a dispute that had not yet arisen at the time of the making of the agreement.

SEC. 402. VALIDITY AND ENFORCEABILITY.

(a) In general.—Notwithstanding any other provision of this title, no predispute arbitration agreement shall be valid or enforceable if it requires arbitration of a sex discrimination dispute.

(b) Applicability.—

(1) In general.—An issue as to whether this chapter applies to an arbitration agreement shall be determined under Federal law. The applicability of
this chapter to an agreement to arbitrate and the
validity and enforceability of an agreement to which
this chapter applies shall be determined by a court,
rather than an arbitrator, irrespective of whether the
party resisting arbitration challenges the arbitration
agreement specifically or in conjunction with other
terms of the contract containing such agreement.

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

(b) TECHNICAL AND CONFORMING AMENDMENTS.—

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

(A) in section 1, by striking “of seamen,”
and all that follows through “interstate com-
merce”;
(B) in section 2, by inserting “or as other-
wise provided in chapter 4” before the period at
the end;

(C) in section 208—

(i) in the section heading, by striking

“CHAPTER 1; RESIDUAL APPLI-
CATION” and inserting “APPLICA-
TION”; and

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

(D) in section 307—

(i) in the section heading, by striking

“CHAPTER 1; RESIDUAL APPLI-
CATION” and inserting “APPLICA-
TION”; and

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

(2) TABLE OF SECTIONS.—

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

“208. Application.”.

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

“307. Application.”.

(3) TABLE OF CHAPTERS.—The table of chapters for title 9, United States Code, is amended by adding at the end the following:

“4. Arbitration of employment disputes.”.

SEC. 3. EFFECTIVE DATE.

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