



NELA Legislative/Policy Priorities—117th Congress

The National Employment Lawyers Association (NELA) empowers workers' rights attorneys through legal training, promoting a fair judiciary, and advocating for laws and policies that level the playing field for workers.

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- **Forced Arbitration Injustice Repeal (FAIR) Act, [H.R. 963/S. 505](#)**
 - Ending forced arbitration in the workplace
 - Lead Sponsor(s): Congressman Hank Johnson (D-GA); Senator Richard Blumenthal (D-CT)
 - 198 cosponsors in the House
 - 39 cosponsors in the Senate
 - *The FAIR Act passed in the House in the 116th Congress ([H.R. 1423](#)) on September 20, 2019 ([225-186](#)).*
- **Protecting And Advancing Workers' Rights In The Federal Courts.** NELA has and will continue prioritizing confirmations of experientially and demographically diverse judges to serve on the Federal Bench—with a focus on confirmations of individuals who have fought for individual and civil rights.
- **Ending the Monopoly of Power Over Workplace Harassment through Education and Reporting (EMPOWER) Act:** Will soon be introduced as a bipartisan House bill in the 117th Congress. Congresswoman Lois Frankel (D-FL) and a Republican House member (TBA) will be the lead sponsors.
 - The EMPOWER Act prohibits the use of nondisparagement and nondisclosure clauses in employment contracts regarding workplace harassment.
 - *The EMPOWER Act ([H.R. 1521/S. 575](#)) was previously introduced in the 116th Congress as a bipartisan bill in both the House and the Senate.*
- **Protecting the Right to Organize Act of 2021 (PRO) Act, [H.R. 842/S. 420](#)**
 - Broadly expands workers' rights under the NLRA
 - Lead Sponsor(s): Congressman Robert Scott (D-VA); Senator Patty Murray (D-WA)
 - 213 cosponsors in the House
 - 46 cosponsors in the Senate
 - *Passed in the House on March 9, 2021 ([225-206](#))*
 - *The PRO Act of 2019 ([H.R. 2474](#)) passed in the House in the 116th Congress on February 6, 2020 ([224-194](#)).*

NELA Supports The Following Bills In The 117th Congress:

- **District Court Judgeships Act of 2021, [H.R. 4886](#)**
 - Lead Sponsor(s): Congressman Henry Johnson (D-GA)
 - 20 cosponsors in the House
 - *A somewhat different version of this bill has been introduced in the Senate. NELA supports lower court expansion and strongly prefers the House proposal.*
- **Equality Act, [H.R. 5/S. 393](#)**
 - Lead Sponsor(s): Congressman David Cicilline (D-RI); Senator Jeff Merkley (D-OR)
 - 224 cosponsors in the House
 - 48 cosponsors in the Senate
 - ***Passed in the House on February 25, 2021 ([224-206](#))***
 - *Passed in the House during the 116th Congress on May 17, 2019 ([236-173](#)).*
- **Paycheck Fairness Act, [H.R. 7/S. 205](#)**
 - Lead Sponsor(s): Congresswoman Rosa DeLauro (D-CT); Senator Patty Murray (D-WA)
 - 225 cosponsors in the House
 - 49 cosponsors in the Senate
 - ***Passed in the House on April 15, 2021 ([217-210](#))***
 - *Failed to advance in the Senate*
 - *The Paycheck Fairness Act passed in the House in the 116th Congress (H.R. 7) on March 27, 2019 ([242-187](#)).*
- **Protecting Older Workers Against Discrimination (POWADA) Act, [H.R. 2062/S. 880](#)**
 - Lead Sponsor(s): Congressman Robert Scott (D-VA); Senator Robert Casey (D-PA)
 - 112 cosponsors in the House
 - 3 cosponsors in the Senate
 - ***Passed in the House on June 23, 2021 ([247-178](#))***
 - *POWADA passed in the House during the 116th Congress ([H.R. 1230](#)) on January 15, 2020 ([261-155](#)).*
- **Pregnant Workers Fairness Act, [H.R. 1065/S. 1486](#)**
 - Lead Sponsor(s): Congressman Jerrold Nadler (D-NY); Senator Robert Casey Jr. (D-PA)
 - 228 cosponsors in the House
 - 7 cosponsors in the Senate
 - ***Passed in the House on May 14, 2021 ([315-101](#))***
 - *The Pregnant Workers Fairness Act ([H.R. 2694](#)) passed in the House during the 116th Congress on September 17, 2020 ([329-73](#)).*
- **Raise The Wage Act of 2021 ([H.R. 603/S. 53](#))**
 - Lead Sponsor(s): Congressman Robert Scott (D-VA); Senator Bernie Sanders (I-VT)
 - 199 cosponsors in the House
 - 37 cosponsors in the Senate
 - *The Raise the Wage Act ([H.R. 582](#)) passed in the House in the 116th Congress on July 18, 2019 ([231-199](#)).*

- **Restoring Justice for Workers Act ([H.R. 4841](#))**
 - Lead Sponsor(s): Congressman Jerrold Nadler (D-NY), Congressman Robert Scott (D-VA)
 - 38 cosponsors in the House
 - The Restoring Justice for Workers Act has not yet been introduced in the Senate, but was previously introduced in the 116th Congress ([S. 1491](#)). Senator Patty Murray was the lead.

- **NELA Supports Voting Rights—because workers’ rights cannot advance without ensuring that working people can vote.**
 - Freedom to Vote Act ([S. 2747](#))
 - For the People Act ([H.R. 1](#)) and;
 - John R. Lewis Voting Rights Advancement Act of 2021 (H.R. 4)