

## Build Back Better Act Update: Class Waiver Provisions Gone, Penalty Increases Remain

By Mia Farber, David R. Golder and Eric R. Magnus

December 14, 2021

The Senate Committee on Health, Education, Labor, and Pensions has released its version of the Build Back Better bill and it does *not* contain the provision regarding class or collective action waivers in the version passed by the U.S. House of Representatives on November 19, 2021.

The Build Back Better Act ([H.R. 5376](#)), as passed in the House on November 19, 2021, contained a provision that could have effectively prohibited companies from adopting class and collective action waivers in arbitration agreements or in stand-alone agreements with employees or independent contractors.

The legislation would have made it a violation under the National Labor Relations Act (NLRA) for a covered employer to require employees to agree not to engage in collective or class action, or to join such litigation. The bill also created significant civil penalties for violations of the NLRA — as much as \$50,000 per violation (\$100,000 for repeat offenses) — penalties that effectively would bar the ongoing use of class and collective action waivers in employment or arbitration agreements. The bar on such waivers was one of several amendments to the NLRA in the original House version of the legislation that was dropped before passage. The House version likewise contained significant increases in the monetary penalties the Department of Labor could impose for violations of the Fair Labor Standards Act (FLSA).

On December 11, the Senate Committee on Health, Education, Labor, and Pensions released its version of provisions of the Build Back Better bill on subjects within its jurisdiction. The [updated bill text](#) does *not* contain the provision on class or collective action waivers. That this provision has been stripped from the Senate version is a relief for companies that utilize arbitration agreements with class and collective action waivers, or stand-alone class waivers outside of arbitration agreements, to control litigation costs and to ensure the efficient resolution of disputes.

Although the updated bill still includes the significant civil penalties for unfair labor practices and FLSA violations, negotiations in the Senate are ongoing. Additional bill changes are likely before the Build Back Better Act comes to a final vote.

Jackson Lewis attorneys continue to track the bill. Please contact a Jackson Lewis attorney with any questions.

©2021 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on labor and employment law since 1958, Jackson Lewis P.C.'s 950+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged, stable and diverse, and share our clients' goals to emphasize inclusivity and respect for the contribution of every employee. For more information, visit <https://www.jacksonlewis.com>.

### Meet the Authors



[Mia Farber](#)

Principal  
Los Angeles  
213-630-8284  
[Email](#)



[David R. Golder](#)

Principal  
Hartford  
860-522-0404  
[Email](#)



[Eric R. Magnus](#)

Principal  
Atlanta  
404-525-8200  
[Email](#)

### Practices

Class Actions and Complex  
Litigation  
Labor Relations  
Wage and Hour

### Services

Biden's Impact on Employers

©2022 Jackson Lewis P.C. All rights reserved. Attorney Advertising. Prior results do not guarantee a similar outcome. No client-lawyer relationship has been established by the posting or viewing of information on this website.

\*The National Operations Center serves as the firm's central administration hub and houses the firm's Facilities, Finance, Human Resources and Technology departments.