



			Rights, and Civil Liberties. Hearings have been held.	implicitly allow such claims though they may be termed as "sex" discrimination generally. Wording of the bill has seemed to pose difficulties for some in the past. Interest in this bill has maintained over several years, and a version came close to passing in the Senate a few years ago.
H.R. 493 s. 358	<b>Genetic Information Non-Discrimination Act</b>	Would prohibit employers from using genetic information to refuse employment and from collecting such data; would also prohibit insurance companies from discriminating on this basis.	Passed the House-bipartisan support.  The Senate Bill introduced by Sen. Snowe (ME). The Committee on the Constitution, Civil Rights, and Civil Liberties believes that the bill should be voted on by the Senate. But that vote has not been scheduled.	The bill will likely pass, and it has White House endorsement.
S. 1689 H.R. 1540	<b>Civil Rights Tax Relief Act of 2007</b>	Would eliminate taxation of non-economic damages received by those who have suffered discrimination in the workplace or other violations of employment rights.	Introduced in June 2007 by Sen. Bingaman (NM), cosponsor Sen. Collins (ME). Introduced in the House in March 2007.  Read twice and referred to the Committee on Finance in the Senate and to the House Ways and Means Committee (for the House bill).	The issue of taxation on amounts gained in employment litigation, particularly if through settlement, can have a complicating effect on settlement and awards generally.  Bipartisan support of the issue is expected.
S. 1928	<b>The Equal Remedies Act of 2007</b>	Would eliminate the \$ 50k to \$ 300k caps on compensatory and punitive damages under the Civil Rights Act of	Read twice and referred to the Committee on Health, Education, Labor and Pensions.	This legislation is designed to eliminate the caps that generally apply to Title VII and other discrimination

		1991		claims (race, sex, national origin, religion, color, religion, and disability). Section 1981 claims – also covering race and national origin discrimination – has no caps limiting damages. The proposed change would equalize the two.
S. 1782 H.R. 3010	<b>The Arbitration Fairness Act of 2007</b>	Would bar mandatory arbitration in employment and consumer agreements (that is, no employee could waive a right to go to the courthouse <i>until</i> a dispute with an employer actually arose) – does not apply in the union arena.	Has been introduced by Sen. Feingold (WI) and Rep. Johnson (GA) – July 2007.  Read twice and sent to the Judiciary Committees in the Senate and in the House.	Both Feingold and Johnson pledged to push the legislation forward; it is supported by Public Citizen, but faces stiff business opposition.
S. 1881 H.R. 3195	<b>American with Disabilities Restoration Act of 2007</b>	Amends the definition of "disability" to reverse Supreme Court and other court decisions that have viewed the definition narrowly.	Introduced by Sen. Harkin (Iowa).  Read twice and referred to the Committee on Health, Education, Labor, and Pensions.  The House subcommittee (Health, Employment, Labor and Pensions) just held hearings on the bill.	If passed this law would change ADA litigation significantly – providing a much broader basis for suit.  Sponsors believe that the change would bring ADA interpretation into line with what was originally intended.
H.R. 800 S. 1041	<b>The Employee Free Choice Act</b>	The legislation would amend the National Labor Relations Act to change the way that workers can choose to be a part of a union. NLRB would certify that a union secures a majority of signatures through a signed authorization card process.  [secret ballot is the current	The House version passed in March.  In the Senate, the House Bill was offered for consideration but stopped through a cloture vote (51-48) so that debate in the Senate could not proceed.	The legislation effectively makes unionization easier.  President Bush has said he will veto the bill.

		process]	The Senate Bill, S. 1041, introduced by Sen. Kennedy, is in committee, Health, Education, Labor, and Pensions.	
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