

HOUSE No. 1815

By Ms. Malia of Boston, petition of Elizabeth A. Malia and others relative to employee protection. Labor and Workforce Development.

The Commonwealth of Massachusetts

PETITION OF:

Elizabeth A. Malia
James B. Eldridge
Patricia D. Jehlen

Ellen Story
Alice K. Wolf
Jennifer M. Callahan

In the Year Two Thousand and Seven.

AN ACT RELATIVE TO EMPLOYEE PROTECTION.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 Chapter 149 of the General Laws, as appearing in the 2004 Offi-
2 cial Edition, is hereby amended by inserting at the end thereof the
3 following new section:—
4 Section 188. A provision in any contract waiving any procedural
5 or substantive right or remedy relating to a claim of employment dis-
6 crimination, harassment, or wage violation shall be deemed uncon-
7 scionable, void and unenforceable. Such a right or remedy may not
8 be waived to the extent that it arises under this chapter, Chapter 151,
9 Chapter 151B, or any other provision of law or rule of procedure, or
10 the Constitution of the Commonwealth. Nothing in this section shall
11 limit the use of collective bargaining agreements.