SECTION 1. SHORT TITLE.

This Act may be cited as the “Forced Arbitration Injustice Repeal Act of 2022” or the “FAIR Act of 2022”.

SEC. 2. PURPOSES.

The purposes of this Act are to—

(1) prohibit predispute arbitration agreements that force arbitration of future employment, consumer, antitrust, or civil rights disputes; and

(2) prohibit agreements and practices that interfere with the right of individuals, workers, and small businesses to participate in a joint, class, or collective action related to an employment, consumer, antitrust, or civil rights dispute.

SEC. 3. ARBITRATION OF EMPLOYMENT, CONSUMER, ANTI-TRUST, AND CIVIL RIGHTS DISPUTES.

(a) IN GENERAL.—Title 9 of the United States Code is amended by adding at the end the following:
"CHAPTER 5—ARBITRATION OF EMPLOYMENT, CONSUMER, ANTITRUST, AND CIVIL RIGHTS DISPUTES"

"Sec.

"501. Definitions.

"502. No validity or enforceability.

"§ 501. Definitions

"In this chapter—

"(1) the term ‘antitrust dispute’ means a dispute—

“(A) arising from an alleged violation of the antitrust laws (as defined in subsection (a) of the first section of the Clayton Act) or State antitrust laws; and

“(B) in which the plaintiffs seek certification as a class under rule 23 of the Federal Rules of Civil Procedure or a comparable rule or provision of State law;

“(2) the term ‘civil rights dispute’ means a dispute—

“(A) arising from an alleged violation of—

“(i) the Constitution of the United States or the constitution of a State;

“(ii) any Federal, State, or local law that prohibits discrimination on the basis of race, sex, age, gender identity, sexual orientation, disability, religion, national or-
igin, or any legally protected status in edu-
cation, employment, credit, housing, public
accommodations and facilities, voting, vet-
erans or servicemembers, health care, or a
program funded or conducted by the Fed-
eral Government or State government, in-
cluding any law referred to or described in
section 62(e) of the Internal Revenue Code
of 1986, including parts of such law not
explicitly referenced in such section but
that relate to protecting individuals on any
such basis; and

“(B) in which at least one party alleging a
violation described in subparagraph (A) is one
or more individuals (or their authorized rep-
resentative), including one or more individuals
seeking certification as a class under rule 23 of
the Federal Rules of Civil Procedure or a com-
parable rule or provision of State law;

“(3) the term ‘consumer dispute’ means a dis-
pute between—

“(A) one or more individuals who seek or
acquire real or personal property, services (in-
cluding services related to digital technology),
securities or other investments, money, or credit
for personal, family, or household purposes includ-
ing an individual or individuals who seek cer-
tification as a class under rule 23 of the Fed-
eral Rules of Civil Procedure or a compa-
parable rule or provision of State law; and

“(B)(i) the seller or provider of such prop-
erty, services, securities or other investments,

money, or credit; or

“(ii) a third party involved in the selling,

providing of, payment for, receipt or use of in-
formation about, or other relationship to any

such property, services, securities or other in-
vestments, money, or credit;

“(4) the term ‘employment dispute’ means a
dispute between one or more individuals (or their
authorized representative) and a person arising out of or related to the work relationship or prospective
work relationship between them, including a dispute regarding the terms of or payment for, advertising
of, recruiting for, referring of, arranging for, or dis-
cipline or discharge in connection with, such work,
regardless of whether the individual is or would be
classified as an employee or an independent con-
tractor with respect to such work, and including a
dispute arising under any law referred to or de-
scribed in section 62(e) of the Internal Revenue Code of 1986, including parts of such law not explicitly referenced in such section but that relate to protecting individuals on any such basis, and including a dispute in which an individual or individuals seek certification as a class under rule 23 of the Federal Rules of Civil Procedure or as a collective action under section 16(b) of the Fair Labor Standards Act, or a comparable rule or provision of State law;

“(5) the term ‘predispute arbitration agreement’ means an agreement to arbitrate a dispute that has not yet arisen at the time of the making of the agreement; and

“(6) the term ‘predispute joint-action waiver’ means an agreement, whether or not part of a predispute arbitration agreement, that would prohibit, or waive the right of, one of the parties to the agreement to participate in a joint, class, or collective action in a judicial, arbitral, administrative, or other forum, concerning a dispute that has not yet arisen at the time of the making of the agreement.

§ 502. No validity or enforceability

“(a) IN GENERAL.—Notwithstanding any other provision of this title, no predispute arbitration agreement or predispute joint-action waiver shall be valid or enforceable
with respect to an employment dispute, consumer dispute, antitrust dispute, or civil rights dispute.

“(b) APPLICABILITY.—

“(1) IN GENERAL.—An issue as to whether this chapter applies with respect to a dispute 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, and irrespective of whether the agreement purports to delegate such determinations to an arbitrator.

“(2) COLLECTIVE BARGAINING AGREEMENTS.—Nothing in this chapter shall apply to any arbitration 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 a worker 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 commerce” and inserting in its place “of individuals, regardless of whether such individuals are designated as employees or independent contractors for other purposes”;

(B) in section 2 by striking “chapter 4” and inserting “chapter 4 or 5”;

(C) in section 208 by striking “chapter 4” and inserting “chapter 4 or 5”; and

(D) in section 307 by striking “chapter 4” and inserting “chapter 4 or 5”.

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

“5. Arbitration of Employment, Consumer, Antitrust, and Civil Rights Disputes ................................................................. 501”.

SEC. 4. 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 or accrues on or after such date.
SEC. 5. RULE OF CONSTRUCTION.

Nothing in this Act, or the amendments made by this Act, shall be construed to prohibit the use of arbitration on a voluntary basis after the dispute arises.