

119TH CONGRESS
1ST SESSION

S. 2474

To require the Secretary of Labor to appoint an Advocate for Employee Ownership within the Employee Ownership Initiative, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JULY 28, 2025

Ms. HASSAN (for herself and Mr. DAINES) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To require the Secretary of Labor to appoint an Advocate for Employee Ownership within the Employee Ownership Initiative, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Advocate for Employee
5 Ownership Act”.

6 **SEC. 2. ESTABLISHMENT OF THE ADVOCATE FOR EM-**
7 **PLOYEE OWNERSHIP.**

8 (a) IN GENERAL.—Subtitle A of title III of the Em-
9 ployee Retirement Income Security Act of 1974 (29

1 U.S.C. 1201 et seq.) is amended by adding at the end
 2 the following:

3 **“SEC. 3005. ADVOCATE FOR EMPLOYEE OWNERSHIP.**

4 “(a) IN GENERAL.—The Secretary of Labor shall ap-
 5 point an Advocate for Employee Ownership within the
 6 Employee Ownership Initiative established under section
 7 346(b)(1) of the SECURE 2.0 Act of 2022 (division T
 8 of the Consolidated Appropriations Act, 2023 (Public Law
 9 117–328)). The appointment shall be made without regard
 10 to the provisions of title 5, United States Code, relating
 11 to appointments in the competitive service or Senior Exec-
 12 utive Service.

13 “(b) DUTIES.—The Advocate for Employee Owner-
 14 ship shall—

15 “(1) consult with the head of the Employee
 16 Ownership Initiative established under section
 17 346(b)(1) of the SECURE 2.0 Act of 2022 (division
 18 T of the Consolidated Appropriations Act, 2023
 19 (Public Law 117–328));

20 “(2) act as a liaison between the Department of
 21 Labor, employee ownership advocates, employers
 22 considering employee ownership, workers interested
 23 in employee ownership, and other stakeholders, in-
 24 cluding employee stock ownership plan sponsors and
 25 participants;

1 “(3) provide public education and assistance re-
2 lated to the expansion of employee ownership
3 through the establishment and maintenance of prac-
4 tices that promote employee ownership, including the
5 use of employee stock ownership plans;

6 “(4) provide assistance for purposes of resolving
7 a dispute between the Department of Labor and any
8 employee stock ownership plan sponsor, fiduciary, or
9 participant and help facilitate communication be-
10 tween such entities and the Department of Labor for
11 such purposes;

12 “(5) identify and recommend potential legisla-
13 tive and administrative changes, including related to
14 access to capital issues, to increase practices that
15 promote employee ownership plans, including the use
16 of employee stock ownership plans; and

17 “(6) coordinate with other Federal agencies, in-
18 cluding the Administrator of the Small Business Ad-
19 ministration, the Secretary of the Treasury, and the
20 Secretary of Commerce, and State and local govern-
21 ments on outreach and education to inform employ-
22 ees and employers about the possibilities and bene-
23 fits of employee ownership as a business ownership
24 succession planning option.

1 “(c) CONSULTATION AND INPUT.—The Secretary of
 2 Labor shall solicit advice and input from the Advocate for
 3 Employee Ownership in developing regulations or interpre-
 4 tations of this Act that relate to employee stock ownership
 5 plans.

6 “(d) COMPENSATION.—The Advocate for Employee
 7 Ownership shall be entitled to compensation at the same
 8 rate as the rate of basic pay in effect for a position at
 9 level V of the Executive Schedule under section 5316 of
 10 title 5, United States Code.

11 “(e) ANNUAL REPORT.—

12 “(1) IN GENERAL.—Not later than December
 13 31 of each calendar year beginning after the date of
 14 enactment of this section, the Advocate for Em-
 15 ployee Ownership shall submit a report to the Com-
 16 mittee on Health, Education, Labor, and Pensions
 17 of the Senate and the Committee on Education and
 18 Workforce of the House of Representatives on the
 19 activities of the Office of the Advocate for Employee
 20 Ownership during the fiscal year ending during such
 21 calendar year, including the contents described in
 22 paragraph (2).

23 “(2) CONTENTS.—Each report submitted under
 24 paragraph (1) shall—

1 “(A) summarize the assistance requests re-
2 ceived by the Advocate for Employee Ownership
3 during the fiscal year ending during the cal-
4 endar year of such report;

5 “(B) describe the activities, including the
6 activities described under paragraphs (3) and
7 (4) of subsection (b), and evaluate the effective-
8 ness of the Advocate for Employee Ownership
9 during such fiscal year;

10 “(C) describe any significant problems the
11 Advocate for Employee Ownership has identi-
12 fied during such fiscal year and ways to miti-
13 gate such problems;

14 “(D) contain recommendations for any ad-
15 ministrative or legislative action that may be
16 appropriate to resolve barriers to, and to
17 incentivize, practices that promote employee
18 ownership, including the use of employee stock
19 ownership plans; and

20 “(E) describe progress related to employee
21 ownership in businesses in the United States.

22 “(3) CONCURRENT SUBMISSION.—The Advocate
23 for Employee Ownership shall submit a copy of each
24 report submitted under paragraph (1) to the Sec-
25 retary of Labor, and any other appropriate official,

1 at the same time such report is submitted under
2 paragraph (1).

3 “(4) PUBLIC AVAILABILITY.—The Advocate for
4 Employee Ownership shall make a copy of each re-
5 port submitted under paragraph (1) available to the
6 public.

7 “(5) DEFINITION OF EMPLOYEE STOCK OWNER-
8 SHIP PLAN.—For purposes of this section, the term
9 ‘employee stock ownership plan’ has the meaning
10 given the term in section 4975(e)(7) of the Internal
11 Revenue Code of 1986.

12 “(f) AUTHORIZATION OF APPROPRIATIONS.—There
13 is authorized to be appropriated such sums as may be nec-
14 essary to carry out subsection (d).”.

15 (b) CLERICAL AMENDMENT.—The table of contents
16 in section 1 of the Employee Retirement Income Security
17 Act of 1974 (29 U.S.C. 1001 note) is amended by insert-
18 ing after the item relating to section 3004 the following
19 new item:

“Sec. 3005. Advocate for employee ownership.”.

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