

HR 3038

Justice for Wards Cove Workers Act

Congress: 111 (2009–2011, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Jun 25, 2009

Current Status: Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.

Latest Action: Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties. (Jul 23, 2009)

Official Text: <https://www.congress.gov/bill/111th-congress/house-bill/3038>

Sponsor

Name: Rep. McDermott, Jim [D-WA-7]

Party: Democratic • **State:** WA • **Chamber:** House

Cosponsors

No cosponsors are listed for this bill.

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Jun 25, 2009
Judiciary Committee	House	Referred to	Jul 23, 2009

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

No related bills are listed.

Summary (as of Jun 25, 2009)

Justice for Wards Cove Workers Act - Amends the Civil Rights Act of 1991 to remove a provision excluding from application of the Act any disparate impact case filed before March 1, 1975, and decided after October 30, 1983. (*Wards Cove Packing Co. v. Atonio*, 1989, held that, in cases brought under title VII of the Civil Rights Act of 1964, the burden is on the plaintiff to prove an employer had no business necessity for a practice with discriminatory effects.) Applies the amendments made by the Civil Rights Act of 1991 to a case that is subject to the removed provision in the same way such amendments apply to any other case brought under the employment discrimination provisions of the Civil Rights Act of 1964.

Actions Timeline

- **Jul 23, 2009:** Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.
- **Jun 25, 2009:** Introduced in House
- **Jun 25, 2009:** Referred to House Education and Labor
- **Jun 25, 2009:** Referred to the Committee on Education and Labor, and in addition to the Committee on the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.
- **Jun 25, 2009:** Referred to House Judiciary