

## HR 4275

Justice for Wards Cove Workers Act

**Congress:** 112 (2011–2013, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Mar 28, 2012

**Current Status:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions.

**Latest Action:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions. (Sep 26, 2012)

**Official Text:** <https://www.congress.gov/bill/112th-congress/house-bill/4275>

### Sponsor

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

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

### Cosponsors (6 total)

Cosponsor	Party / State	Role	Date Joined
Del. Faleomavaega, Eni F. H. [D-AS-At Large]	D · AS		Apr 17, 2012
Rep. Lee, Barbara [D-CA-9]	D · CA		Apr 17, 2012
Rep. Richardson, Laura [D-CA-37]	D · CA		Apr 17, 2012
Rep. Rangel, Charles B. [D-NY-15]	D · NY		Apr 19, 2012
Rep. Chu, Judy [D-CA-32]	D · CA		Apr 26, 2012
Rep. Ellison, Keith [D-MN-5]	D · MN		Apr 26, 2012

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Sep 26, 2012
Judiciary Committee	House	Referred to	Apr 16, 2012

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

*No related bills are listed.*

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**

---

- **Sep 26, 2012:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions.
- **Apr 16, 2012:** Referred to the Subcommittee on the Constitution.
- **Mar 28, 2012:** Introduced in House
- **Mar 28, 2012:** Sponsor introductory remarks on measure. (CR E472)
- **Mar 28, 2012:** Referred to the Committee on Education and the Workforce, 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.