

## HR 5159

### Schedules That Work Act

**Congress:** 113 (2013–2015, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Jul 22, 2014

**Current Status:** Referred to the Subcommittee on Workforce Protections.

**Latest Action:** Referred to the Subcommittee on Workforce Protections. (Nov 17, 2014)

**Official Text:** <https://www.congress.gov/bill/113th-congress/house-bill/5159>

### Sponsor

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**Name:** Rep. Miller, George [D-CA-11]

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

**Cosponsors** (47 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jul 22, 2014
Rep. Brown, Corrine [D-FL-5]	D · FL		Jul 22, 2014
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Jul 22, 2014
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		Jul 22, 2014
Rep. Courtney, Joe [D-CT-2]	D · CT		Jul 22, 2014
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Jul 22, 2014
Rep. Davis, Danny K. [D-IL-7]	D · IL		Jul 22, 2014
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Jul 22, 2014
Rep. Edwards, Donna F. [D-MD-4]	D · MD		Jul 22, 2014
Rep. Ellison, Keith [D-MN-5]	D · MN		Jul 22, 2014
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Jul 22, 2014
Rep. Grayson, Alan [D-FL-9]	D · FL		Jul 22, 2014
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Jul 22, 2014
Rep. Hahn, Janice [D-CA-44]	D · CA		Jul 22, 2014
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Jul 22, 2014
Rep. Holt, Rush [D-NJ-12]	D · NJ		Jul 22, 2014
Rep. Honda, Michael M. [D-CA-17]	D · CA		Jul 22, 2014
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Jul 22, 2014
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Jul 22, 2014
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Jul 22, 2014
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Jul 22, 2014
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Jul 22, 2014
Rep. Moore, Gwen [D-WI-4]	D · WI		Jul 22, 2014
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Jul 22, 2014
Rep. Pocan, Mark [D-WI-2]	D · WI		Jul 22, 2014
Rep. Rangel, Charles B. [D-NY-13]	D · NY		Jul 22, 2014
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Jul 22, 2014
Rep. Takano, Mark [D-CA-41]	D · CA		Jul 22, 2014
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Jul 22, 2014
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Jul 24, 2014
Rep. McGovern, James P. [D-MA-2]	D · MA		Jul 24, 2014
Rep. Chu, Judy [D-CA-27]	D · CA		Jul 25, 2014
Rep. Larsen, Rick [D-WA-2]	D · WA		Jul 25, 2014
Rep. Cartwright, Matt [D-PA-17]	D · PA		Jul 29, 2014
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Jul 31, 2014
Rep. Peters, Gary C. [D-MI-14]	D · MI		Jul 31, 2014
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Aug 1, 2014
Rep. Green, Gene [D-TX-29]	D · TX		Sep 8, 2014
Rep. Pingree, Chellie [D-ME-1]	D · ME		Sep 8, 2014
Rep. Kennedy, Joseph P., III [D-MA-4]	D · MA		Sep 9, 2014
Rep. Delaney, John K. [D-MD-6]	D · MD		Sep 10, 2014

Cosponsor	Party / State	Role	Date Joined
Rep. McCollum, Betty [D-MN-4]	D · MN		Sep 18, 2014
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Nov 12, 2014
Rep. Speier, Jackie [D-CA-14]	D · CA		Nov 12, 2014
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Dec 10, 2014
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Dec 11, 2014
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Dec 12, 2014

## Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Jul 22, 2014
Education and Workforce Committee	House	Referred to	Nov 17, 2014
Judiciary Committee	House	Referred to	Sep 2, 2014
Oversight and Government Reform Committee	House	Referred To	Jul 22, 2014

## Subjects & Policy Tags

### Policy Area:

Labor and Employment

## Related Bills

Bill	Relationship	Last Action
113 S 2642	Related bill	Jul 22, 2014: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (text of measure as introduced: CR S4709-4713)

Schedules That Work Act - Grants an employee the right to request that his or her employer change the terms and conditions of employment relating to:

- the number of hours or times the employee is required to work or be on call;
- the location;
- the amount of notification he or she receives of work schedule assignments; and
- minimizing fluctuations in the number of hours the employee is scheduled to work on a daily, weekly, or monthly basis.

Requires the employer, if the request is made, to engage in a timely, good faith interactive process with the employee that includes a discussion of potential schedule changes that would meet his or her needs. Outlines the process for either granting or denying a change.

Requires the employer to grant a request, unless there is a bona fide business reason for denying it, if the request is made because of the employee's serious health condition, his or her responsibilities as a caregiver, or enrollment in a career-related educational or training program, or if a part-time employee requests such a change for a reason related to a second job.

Authorizes an employer, if an employee requests a change for any other reason, to deny it for any reason that is not unlawful. Requires the employer to give the employee the reason for the denial, including whether it was a bona fide business reason.

Outlines employer requirements for paying reporting time and split shift pay and for giving advance notice of work schedules to retail, food service, or cleaning employees, except for those in bona fide executive, administrative, or professional capacities.

Makes it unlawful for any employer or other person to: (1) interfere with, restrain, or deny the exercise or the attempt to exercise any right of an employee specified in this Act; (2) retaliate against an individual for exercising his or her rights, or (3) interfere with proceedings or inquiries with respect to violation of an individual's rights.

Sets forth administrative enforcement procedures and civil remedies for violation of these prohibitions.

Directs the Secretary of Labor to give information and technical assistance to employers, labor organizations, and the general public concerning compliance with this Act.

Requires the Comptroller General (GAO) to study the impact of certain difficult scheduling practices on employees and employers.

Makes this Act inapplicable to any employee covered by a bona fide collective bargaining agreement if its terms govern work scheduling practices.

## Actions Timeline

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- **Nov 17, 2014:** Referred to the Subcommittee on Workforce Protections.
- **Sep 2, 2014:** Referred to the Subcommittee on the Constitution and Civil Justice.
- **Jul 22, 2014:** Introduced in House
- **Jul 22, 2014:** Referred to the Committee on Education and the Workforce, and in addition to the Committees on House Administration, Oversight and Government Reform, and 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.