

## HR 1981

Employee Bonus Protection Act

**Congress:** 114 (2015–2017, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Apr 23, 2015

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

**Latest Action:** Referred to the Subcommittee on Workforce Protections. (Nov 16, 2015)

**Official Text:** <https://www.congress.gov/bill/114th-congress/house-bill/1981>

### Sponsor

**Name:** Rep. Calvert, Ken [R-CA-42]

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

### Cosponsors (10 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Cook, Paul [R-CA-8]	R · CA		May 1, 2015
Rep. Granger, Kay [R-TX-12]	R · TX		May 1, 2015
Rep. Knight, Stephen [R-CA-25]	R · CA		May 1, 2015
Rep. Miller, Jeff [R-FL-1]	R · FL		May 1, 2015
Rep. Nunes, Devin [R-CA-22]	R · CA		May 1, 2015
Rep. Salmon, Matt [R-AZ-5]	R · AZ		May 1, 2015
Rep. Hunter, Duncan D. [R-CA-50]	R · CA		May 14, 2015
Rep. Valadao, David G. [R-CA-21]	R · CA		May 14, 2015
Rep. Upton, Fred [R-MI-6]	R · MI		Jul 23, 2015
Rep. Thornberry, Mac [R-TX-13]	R · TX		May 11, 2016

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Nov 16, 2015

### Subjects & Policy Tags

**Policy Area:**

Labor and Employment

### Related Bills

No related bills are listed.

## **Employee Bonus Protection Act**

This bill amends the Fair Labor Standards Act of 1938 to exclude from the regular rate at which an employee is employed (and at which overtime compensation is calculated) any sums paid in recognition of services performed during a given period if the payments are made to reward an employee or group of employees for meeting or exceeding the productivity, quality, efficiency, or sales goals specified in writing in a gainsharing plan, incentive bonus plan, commission plan, or performance contingent bonus plan and made available to the employees.

The amount of the payments made under the plan (and excluded from calculation of overtime compensation) must be:

- based upon a formula stated in the plan, and
- established and maintained in good faith for the purpose of distributing to employees additional remuneration over and above the wages and salaries that are not dependent upon the existence of the plan or payments made pursuant to it.

## **Actions Timeline**

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- **Nov 16, 2015:** Referred to the Subcommittee on Workforce Protections.
- **Apr 23, 2015:** Introduced in House
- **Apr 23, 2015:** Referred to the House Committee on Education and the Workforce.