

HR 3071

Schedules That Work Act

Congress: 114 (2015–2017, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Jul 15, 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/3071>

Sponsor

Name: Rep. DeLauro, Rosa L. [D-CT-3]

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

Cosponsors (102 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jul 15, 2015
Del. Plaskett, Stacey E. [D-VI-At Large]	D · VI		Jul 15, 2015
Rep. Adams, Alma S. [D-NC-12]	D · NC		Jul 15, 2015
Rep. Becerra, Xavier [D-CA-34]	D · CA		Jul 15, 2015
Rep. Beyer, Donald S., Jr. [D-VA-8]	D · VA		Jul 15, 2015
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Jul 15, 2015
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Jul 15, 2015
Rep. Boyle, Brendan F. [D-PA-13]	D · PA		Jul 15, 2015
Rep. Brady, Robert A. [D-PA-1]	D · PA		Jul 15, 2015
Rep. Cartwright, Matt [D-PA-17]	D · PA		Jul 15, 2015
Rep. Chu, Judy [D-CA-27]	D · CA		Jul 15, 2015
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Jul 15, 2015
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Jul 15, 2015
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		Jul 15, 2015
Rep. Courtney, Joe [D-CT-2]	D · CT		Jul 15, 2015
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Jul 15, 2015
Rep. Davis, Danny K. [D-IL-7]	D · IL		Jul 15, 2015
Rep. Davis, Susan A. [D-CA-53]	D · CA		Jul 15, 2015
Rep. Delaney, John K. [D-MD-6]	D · MD		Jul 15, 2015
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Jul 15, 2015
Rep. Ellison, Keith [D-MN-5]	D · MN		Jul 15, 2015
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Jul 15, 2015
Rep. Green, Al [D-TX-9]	D · TX		Jul 15, 2015
Rep. Green, Gene [D-TX-29]	D · TX		Jul 15, 2015
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Jul 15, 2015
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Jul 15, 2015
Rep. Hahn, Janice [D-CA-44]	D · CA		Jul 15, 2015
Rep. Higgins, Brian [D-NY-26]	D · NY		Jul 15, 2015
Rep. Honda, Michael M. [D-CA-17]	D · CA		Jul 15, 2015
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Jul 15, 2015
Rep. Jeffries, Hakeem S. [D-NY-8]	D · NY		Jul 15, 2015
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Jul 15, 2015
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Jul 15, 2015
Rep. Kennedy, Joseph P., III [D-MA-4]	D · MA		Jul 15, 2015
Rep. Langevin, James R. [D-RI-2]	D · RI		Jul 15, 2015
Rep. Larsen, Rick [D-WA-2]	D · WA		Jul 15, 2015
Rep. Lee, Barbara [D-CA-13]	D · CA		Jul 15, 2015
Rep. Lewis, John [D-GA-5]	D · GA		Jul 15, 2015
Rep. Lieu, Ted [D-CA-33]	D · CA		Jul 15, 2015
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Jul 15, 2015
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Jul 15, 2015

Cosponsor	Party / State	Role	Date Joined
Rep. McCollum, Betty [D-MN-4]	D · MN		Jul 15, 2015
Rep. McDermott, Jim [D-WA-7]	D · WA		Jul 15, 2015
Rep. McGovern, James P. [D-MA-2]	D · MA		Jul 15, 2015
Rep. Moore, Gwen [D-WI-4]	D · WI		Jul 15, 2015
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Jul 15, 2015
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Jul 15, 2015
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		Jul 15, 2015
Rep. Pingree, Chellie [D-ME-1]	D · ME		Jul 15, 2015
Rep. Pocan, Mark [D-WI-2]	D · WI		Jul 15, 2015
Rep. Rangel, Charles B. [D-NY-13]	D · NY		Jul 15, 2015
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Jul 15, 2015
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Jul 15, 2015
Rep. Ryan, Tim [D-OH-13]	D · OH		Jul 15, 2015
Rep. Sanchez, Loretta [D-CA-46]	D · CA		Jul 15, 2015
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Jul 15, 2015
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Jul 15, 2015
Rep. Slaughter, Louise McIntosh [D-NY-25]	D · NY		Jul 15, 2015
Rep. Speier, Jackie [D-CA-14]	D · CA		Jul 15, 2015
Rep. Takano, Mark [D-CA-41]	D · CA		Jul 15, 2015
Rep. Tonko, Paul [D-NY-20]	D · NY		Jul 15, 2015
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Jul 15, 2015
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Jul 15, 2015
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Jul 15, 2015
Rep. Gallego, Ruben [D-AZ-7]	D · AZ		Jul 23, 2015
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Jul 23, 2015
Rep. Tsongas, Niki [D-MA-3]	D · MA		Jul 27, 2015
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Aug 4, 2015
Rep. Grayson, Alan [D-FL-9]	D · FL		Sep 8, 2015
Rep. Lujan Grisham, Michelle [D-NM-1]	D · NM		Sep 16, 2015
Rep. Cicilline, David N. [D-RI-1]	D · RI		Oct 22, 2015
Rep. Cohen, Steve [D-TN-9]	D · TN		Oct 22, 2015
Rep. Serrano, Jose E. [D-NY-15]	D · NY		Oct 22, 2015
Rep. Rice, Kathleen M. [D-NY-4]	D · NY		Oct 26, 2015
Rep. Meng, Grace [D-NY-6]	D · NY		Oct 27, 2015
Rep. Kilmer, Derek [D-WA-6]	D · WA		Oct 28, 2015
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Dec 7, 2015
Rep. Huffman, Jared [D-CA-2]	D · CA		Feb 8, 2016
Rep. Brown, Corrine [D-FL-5]	D · FL		Feb 9, 2016
Rep. Engel, Eliot L. [D-NY-16]	D · NY		Feb 9, 2016
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		Feb 9, 2016
Rep. Kirkpatrick, Ann [D-AZ-1]	D · AZ		Feb 9, 2016
Rep. Lawrence, Brenda L. [D-MI-14]	D · MI		Feb 9, 2016

Cosponsor	Party / State	Role	Date Joined
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Feb 9, 2016
Rep. Takai, Mark [D-HI-1]	D · HI		Feb 9, 2016
Rep. Dingell, Debbie [D-MI-12]	D · MI		Feb 11, 2016
Rep. Keating, William R. [D-MA-9]	D · MA		Feb 11, 2016
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		Feb 11, 2016
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Feb 11, 2016
Rep. Garamendi, John [D-CA-3]	D · CA		Feb 25, 2016
Rep. Maloney, Sean Patrick [D-NY-18]	D · NY		Feb 25, 2016
Rep. Swalwell, Eric [D-CA-15]	D · CA		Feb 25, 2016
Rep. Kildee, Daniel T. [D-MI-5]	D · MI		Feb 26, 2016
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		Feb 29, 2016
Rep. Quigley, Mike [D-IL-5]	D · IL		Feb 29, 2016
Rep. Larson, John B. [D-CT-1]	D · CT		Mar 10, 2016
Rep. Himes, James A. [D-CT-4]	D · CT		Mar 22, 2016
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Apr 11, 2016
Rep. Smith, Adam [D-WA-9]	D · WA		Apr 28, 2016
Rep. Capuano, Michael E. [D-MA-7]	D · MA		Jul 1, 2016
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Jul 14, 2016
Rep. O'Rourke, Beto [D-TX-16]	D · TX		Jul 14, 2016

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Jul 15, 2015
Education and Workforce Committee	House	Referred to	Nov 16, 2015
Judiciary Committee	House	Referred to	Jul 29, 2015
Oversight and Government Reform Committee	House	Referred To	Jul 15, 2015

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
114 S 1772	Identical bill	Jul 15, 2015: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Sponsor introductory remarks on measure: CR S6253-6254)

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, or the Department of Labor's (DOL) designated 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 DOL to give information and technical assistance to employers, labor organizations, and the general public concerning compliance with this Act.

Directs DOL, acting through the Bureau of Labor Statistics, and the Bureau of the Census to: (1) include in the Current Population Survey questions on, among other things, the amount of fluctuation in the number of hours the employee is scheduled to work on a daily, weekly, or monthly basis; and (2) conduct at regular intervals the Contingent Worker Supplement, the Work Schedules and Work at Home Supplement, and other relevant supplements to the Current Population Survey.

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

Actions Timeline

- **Nov 16, 2015:** Referred to the Subcommittee on Workforce Protections.
- **Jul 29, 2015:** Referred to the Subcommittee on the Constitution and Civil Justice.
- **Jul 15, 2015:** Introduced in House
- **Jul 15, 2015:** 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.