

## HR 3514

WAGE Act

**Congress:** 114 (2015–2017, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Sep 16, 2015

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

**Latest Action:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions. (Mar 23, 2016)

**Official Text:** <https://www.congress.gov/bill/114th-congress/house-bill/3514>

### Sponsor

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**Name:** Rep. Scott, Robert C. "Bobby" [D-VA-3]

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

**Cosponsors** (153 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Sep 16, 2015
Del. Sablan, Gregorio Kilili Camacho [D-MP-At Large]	D · MP		Sep 16, 2015
Rep. Adams, Alma S. [D-NC-12]	D · NC		Sep 16, 2015
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Sep 16, 2015
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Sep 16, 2015
Rep. Boyle, Brendan F. [D-PA-13]	D · PA		Sep 16, 2015
Rep. Brady, Robert A. [D-PA-1]	D · PA		Sep 16, 2015
Rep. Brown, Corrine [D-FL-5]	D · FL		Sep 16, 2015
Rep. Chu, Judy [D-CA-27]	D · CA		Sep 16, 2015
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Sep 16, 2015
Rep. Davis, Susan A. [D-CA-53]	D · CA		Sep 16, 2015
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		Sep 16, 2015
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Sep 16, 2015
Rep. Edwards, Donna F. [D-MD-4]	D · MD		Sep 16, 2015
Rep. Engel, Eliot L. [D-NY-16]	D · NY		Sep 16, 2015
Rep. Farr, Sam [D-CA-20]	D · CA		Sep 16, 2015
Rep. Green, Gene [D-TX-29]	D · TX		Sep 16, 2015
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Sep 16, 2015
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Sep 16, 2015
Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Sep 16, 2015
Rep. Honda, Michael M. [D-CA-17]	D · CA		Sep 16, 2015
Rep. Jeffries, Hakeem S. [D-NY-8]	D · NY		Sep 16, 2015
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Sep 16, 2015
Rep. Lee, Barbara [D-CA-13]	D · CA		Sep 16, 2015
Rep. Lewis, John [D-GA-5]	D · GA		Sep 16, 2015
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Sep 16, 2015
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Sep 16, 2015
Rep. Norcross, Donald [D-NJ-1]	D · NJ		Sep 16, 2015
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		Sep 16, 2015
Rep. Pocan, Mark [D-WI-2]	D · WI		Sep 16, 2015
Rep. Polis, Jared [D-CO-2]	D · CO		Sep 16, 2015
Rep. Ryan, Tim [D-OH-13]	D · OH		Sep 16, 2015
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		Sep 16, 2015
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Sep 16, 2015
Rep. Serrano, Jose E. [D-NY-15]	D · NY		Sep 16, 2015
Rep. Takano, Mark [D-CA-41]	D · CA		Sep 16, 2015
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Sep 16, 2015
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Sep 16, 2015
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		Sep 22, 2015
Rep. Ellison, Keith [D-MN-5]	D · MN		Sep 22, 2015
Rep. Garamendi, John [D-CA-3]	D · CA		Sep 22, 2015

Cosponsor	Party / State	Role	Date Joined
Rep. Lieu, Ted [D-CA-33]	D · CA		Sep 22, 2015
Rep. Lujan Grisham, Michelle [D-NM-1]	D · NM		Sep 22, 2015
Rep. McGovern, James P. [D-MA-2]	D · MA		Sep 22, 2015
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Sep 22, 2015
Rep. Sherman, Brad [D-CA-30]	D · CA		Sep 22, 2015
Rep. Slaughter, Louise McIntosh [D-NY-25]	D · NY		Sep 22, 2015
Rep. Visclosky, Peter J. [D-IN-1]	D · IN		Sep 22, 2015
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Sep 28, 2015
Rep. Aguilar, Pete [D-CA-31]	D · CA		Oct 6, 2015
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Oct 6, 2015
Rep. McCollum, Betty [D-MN-4]	D · MN		Oct 6, 2015
Rep. Sires, Albio [D-NJ-8]	D · NJ		Oct 6, 2015
Rep. Titus, Dina [D-NV-1]	D · NV		Oct 6, 2015
Rep. Vela, Filemon [D-TX-34]	D · TX		Oct 6, 2015
Rep. Yarmuth, John A. [D-KY-3]	D · KY		Oct 6, 2015
Rep. Kilmer, Derek [D-WA-6]	D · WA		Oct 20, 2015
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Oct 20, 2015
Rep. Swalwell, Eric [D-CA-15]	D · CA		Oct 20, 2015
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Oct 20, 2015
Rep. Cicilline, David N. [D-RI-1]	D · RI		Oct 28, 2015
Rep. Grayson, Alan [D-FL-9]	D · FL		Oct 28, 2015
Rep. McDermott, Jim [D-WA-7]	D · WA		Oct 28, 2015
Rep. Pingree, Chellie [D-ME-1]	D · ME		Oct 28, 2015
Rep. Carson, Andre [D-IN-7]	D · IN		Nov 2, 2015
Rep. Levin, Sander M. [D-MI-9]	D · MI		Nov 2, 2015
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		Dec 15, 2015
Rep. Keating, William R. [D-MA-9]	D · MA		Jan 7, 2016
Rep. Langevin, James R. [D-RI-2]	D · RI		Jan 7, 2016
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Jan 11, 2016
Rep. Courtney, Joe [D-CT-2]	D · CT		Jan 25, 2016
Rep. Beatty, Joyce [D-OH-3]	D · OH		Feb 2, 2016
Rep. Duckworth, Tammy [D-IL-8]	D · IL		Feb 3, 2016
Rep. Johnson, Eddie Bernice [D-TX-30]	D · TX		Feb 3, 2016
Rep. Brownley, Julia [D-CA-26]	D · CA		Feb 8, 2016
Rep. Bustos, Cheri [D-IL-17]	D · IL		Feb 8, 2016
Rep. Higgins, Brian [D-NY-26]	D · NY		Feb 8, 2016
Rep. Lujan, Ben Ray [D-NM-3]	D · NM		Feb 8, 2016
Rep. Capuano, Michael E. [D-MA-7]	D · MA		Feb 25, 2016
Rep. Cohen, Steve [D-TN-9]	D · TN		Mar 3, 2016
Rep. Esty, Elizabeth H. [D-CT-5]	D · CT		Mar 3, 2016
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Mar 3, 2016
Rep. Cartwright, Matt [D-PA-17]	D · PA		Mar 7, 2016

Cosponsor	Party / State	Role	Date Joined
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		Mar 7, 2016
Rep. Larsen, Rick [D-WA-2]	D · WA		Mar 7, 2016
Rep. Maloney, Sean Patrick [D-NY-18]	D · NY		Mar 7, 2016
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Mar 7, 2016
Rep. Vargas, Juan [D-CA-51]	D · CA		Mar 7, 2016
Rep. Kirkpatrick, Ann [D-AZ-1]	D · AZ		Mar 16, 2016
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Mar 16, 2016
Rep. Meng, Grace [D-NY-6]	D · NY		Mar 16, 2016
Rep. Tsongas, Niki [D-MA-3]	D · MA		Mar 16, 2016
Rep. Doyle, Michael F. [D-PA-14]	D · PA		Mar 21, 2016
Rep. Tonko, Paul [D-NY-20]	D · NY		Mar 21, 2016
Rep. Walz, Timothy J. [D-MN-1]	D · MN		Mar 21, 2016
Rep. Beyer, Donald S., Jr. [D-VA-8]	D · VA		Mar 22, 2016
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Mar 22, 2016
Rep. Lawrence, Brenda L. [D-MI-14]	D · MI		Mar 22, 2016
Rep. Murphy, Patrick [D-FL-18]	D · FL		Mar 22, 2016
Rep. Clay, Wm. Lacy [D-MO-1]	D · MO		Mar 23, 2016
Rep. Loebsack, David [D-IA-2]	D · IA		Mar 23, 2016
Rep. Peterson, Collin C. [D-MN-7]	D · MN		Mar 23, 2016
Rep. Hoyer, Steny H. [D-MD-5]	D · MD		Apr 13, 2016
Rep. Kind, Ron [D-WI-3]	D · WI		Apr 13, 2016
Rep. Lipinski, Daniel [D-IL-3]	D · IL		Apr 13, 2016
Rep. Moore, Gwen [D-WI-4]	D · WI		Apr 13, 2016
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Apr 13, 2016
Rep. Sanchez, Loretta [D-CA-46]	D · CA		Apr 13, 2016
Rep. Schiff, Adam B. [D-CA-28]	D · CA		Apr 13, 2016
Rep. Thompson, Mike [D-CA-5]	D · CA		Apr 13, 2016
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Apr 13, 2016
Rep. Frankel, Lois [D-FL-22]	D · FL		Apr 19, 2016
Rep. Gabbard, Tulsi [D-HI-2]	D · HI		Apr 19, 2016
Rep. Nolan, Richard M. [D-MN-8]	D · MN		Apr 19, 2016
Rep. Quigley, Mike [D-IL-5]	D · IL		Apr 19, 2016
Rep. Castro, Joaquin [D-TX-20]	D · TX		Apr 26, 2016
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Apr 26, 2016
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Apr 26, 2016
Rep. Butterfield, G. K. [D-NC-1]	D · NC		Apr 29, 2016
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Apr 29, 2016
Rep. Dingell, Debbie [D-MI-12]	D · MI		Apr 29, 2016
Rep. Green, Al [D-TX-9]	D · TX		Apr 29, 2016
Rep. Rice, Kathleen M. [D-NY-4]	D · NY		Apr 29, 2016
Rep. Crowley, Joseph [D-NY-14]	D · NY		May 10, 2016
Rep. Heck, Denny [D-WA-10]	D · WA		May 10, 2016

Cosponsor	Party / State	Role	Date Joined
Rep. Himes, James A. [D-CT-4]	D · CT		May 10, 2016
Rep. Huffman, Jared [D-CA-2]	D · CA		May 10, 2016
Rep. Larson, John B. [D-CT-1]	D · CT		May 10, 2016
Rep. Smith, Adam [D-WA-9]	D · WA		May 10, 2016
Rep. Veasey, Marc A. [D-TX-33]	D · TX		May 10, 2016
Rep. Davis, Danny K. [D-IL-7]	D · IL		May 13, 2016
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		May 13, 2016
Rep. Deutch, Theodore E. [D-FL-21]	D · FL		May 13, 2016
Rep. Gallego, Ruben [D-AZ-7]	D · AZ		May 13, 2016
Rep. Kildee, Daniel T. [D-MI-5]	D · MI		May 19, 2016
Rep. Price, David E. [D-NC-4]	D · NC		May 19, 2016
Rep. Welch, Peter [D-VT-At Large]	D · VT		May 19, 2016
Rep. Becerra, Xavier [D-CA-34]	D · CA		May 23, 2016
Rep. Bishop, Sanford D., Jr. [D-GA-2]	D · GA		May 23, 2016
Rep. Torres, Norma J. [D-CA-35]	D · CA		May 23, 2016
Rep. Doggett, Lloyd [D-TX-35]	D · TX		Jun 7, 2016
Rep. Israel, Steve [D-NY-3]	D · NY		Jun 7, 2016
Rep. Speier, Jackie [D-CA-14]	D · CA		Jun 14, 2016
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		Jun 15, 2016
Rep. Delaney, John K. [D-MD-6]	D · MD		Jun 21, 2016
Rep. Kennedy, Joseph P., III [D-MA-4]	D · MA		Jun 24, 2016
Rep. Ruppersberger, C. A. Dutch [D-MD-2]	D · MD		Jun 28, 2016
Rep. Perlmutter, Ed [D-CO-7]	D · CO		Jul 14, 2016
Rep. Scott, David [D-GA-13]	D · GA		Jul 21, 2016
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Sep 13, 2016
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Sep 22, 2016
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Nov 14, 2016
Rep. Thompson, Bennie G. [D-MS-2]	D · MS		Nov 14, 2016

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Mar 23, 2016

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
114 S 2042	Identical bill	<b>Sep 16, 2015:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

## Workplace Action for a Growing Economy Act or the WAGE Act

This bill amends the National Labor Relations Act to require the National Labor Relations Board (NLRB) to award back pay and additional liquidated damages equal to double the back pay, without any reduction, to any employee against whom an employer has discriminated with regard to hiring or because the employee has filed charges or given testimony or if the employer has committed an unfair labor practice resulting in the employee's discharge or other serious economic loss.

Civil penalties are established for violations of posting requirements and any violations causing serious economic loss to employees.

Whenever it is charged that an employer has engaged in an unfair labor practice that significantly interferes with, restrains, or coerces employees in the exercise of guaranteed rights and involves discharge or other serious harm to an employee, the preliminary investigation of the charge shall be made forthwith and given priority generally over all other cases.

The U.S. district court shall: (1) have jurisdiction to grant injunctive relief or a temporary restraining order to protect the rights guaranteed, and (2) shall grant the relief requested unless the court concludes that there is no reasonable likelihood that the NLRB will succeed on the merits of the NLRB's claim.

A person injured by an unfair labor practice may bring a civil action in the appropriate district court.

Unauthorized aliens may be paid back pay under a court order directing reinstatement of an employee.

In any case where the NLRB finds that an election to determine a collective bargaining representative should be set aside because the employer committed a violation or otherwise interfered with a fair election, it shall issue an order requiring the employer to collectively bargain with the labor organization.

The NLRB shall dismiss any petition to represent a unit if in an election a majority of the valid votes cast in an appropriate unit have not been cast in favor of representation by the labor organization.

The NLRB shall promulgate regulations requiring each employer to post and maintain, in conspicuous places, a notice setting forth the rights and protections afforded employees under such Act.

Each order of the NLRB shall take effect 30 days after notice of an NLRB order is given, unless the NLRB directs otherwise.

The NLRB shall apply to the district court in which an unfair labor practice or other subject of the order occurred for the enforcement of an order if any person or entity fails or neglects to obey it.

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## Actions Timeline

- **Mar 23, 2016:** Referred to the Subcommittee on Health, Employment, Labor, and Pensions.
- **Sep 16, 2015:** Introduced in House
- **Sep 16, 2015:** Referred to the House Committee on Education and the Workforce.