

HR 4773

Protecting Workplace Advancement and Opportunity Act

Congress: 114 (2015–2017, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Mar 17, 2016

Current Status: Referred to the House Committee on Education and the Workforce.

Latest Action: Referred to the House Committee on Education and the Workforce. (Mar 17, 2016)

Official Text: <https://www.congress.gov/bill/114th-congress/house-bill/4773>

Sponsor

Name: Rep. Walberg, Tim [R-MI-7]

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

Cosponsors (202 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Kline, John [R-MN-2]	R · MN		Mar 17, 2016
Rep. Hill, J. French [R-AR-2]	R · AR		Mar 22, 2016
Rep. Messer, Luke [R-IN-6]	R · IN		Mar 22, 2016
Rep. Roe, David P. [R-TN-1]	R · TN		Mar 22, 2016
Rep. Thompson, Glenn [R-PA-5]	R · PA		Mar 22, 2016
Rep. Allen, Rick W. [R-GA-12]	R · GA		Apr 12, 2016
Rep. Bishop, Mike [R-MI-8]	R · MI		Apr 12, 2016
Rep. Brooks, Mo [R-AL-5]	R · AL		Apr 12, 2016
Rep. Bucshon, Larry [R-IN-8]	R · IN		Apr 12, 2016
Rep. Byrne, Bradley [R-AL-1]	R · AL		Apr 12, 2016
Rep. Coffman, Mike [R-CO-6]	R · CO		Apr 12, 2016
Rep. Crawford, Eric A. "Rick" [R-AR-1]	R · AR		Apr 12, 2016
Rep. Duffy, Sean P. [R-WI-7]	R · WI		Apr 12, 2016
Rep. Duncan, Jeff [R-SC-3]	R · SC		Apr 12, 2016
Rep. Foxx, Virginia [R-NC-5]	R · NC		Apr 12, 2016
Rep. Gohmert, Louie [R-TX-1]	R · TX		Apr 12, 2016
Rep. Grothman, Glenn [R-WI-6]	R · WI		Apr 12, 2016
Rep. Hardy, Cresent [R-NV-4]	R · NV		Apr 12, 2016
Rep. Hice, Jody B. [R-GA-10]	R · GA		Apr 12, 2016
Rep. Huelskamp, Tim [R-KS-1]	R · KS		Apr 12, 2016
Rep. Jenkins, Lynn [R-KS-2]	R · KS		Apr 12, 2016
Rep. Knight, Stephen [R-CA-25]	R · CA		Apr 12, 2016
Rep. Pompeo, Mike [R-KS-4]	R · KS		Apr 12, 2016
Rep. Posey, Bill [R-FL-8]	R · FL		Apr 12, 2016
Rep. Price, Tom [R-GA-6]	R · GA		Apr 12, 2016
Rep. Ross, Dennis A. [R-FL-15]	R · FL		Apr 12, 2016
Rep. Walorski, Jackie [R-IN-2]	R · IN		Apr 12, 2016
Rep. Womack, Steve [R-AR-3]	R · AR		Apr 12, 2016
Rep. Zinke, Ryan K. [R-MT-At Large]	R · MT		Apr 12, 2016
Rep. Bishop, Rob [R-UT-1]	R · UT		Apr 14, 2016
Rep. Collins, Chris [R-NY-27]	R · NY		Apr 14, 2016
Rep. Cramer, Kevin [R-ND-At Large]	R · ND		Apr 14, 2016
Rep. Culberson, John Abney [R-TX-7]	R · TX		Apr 14, 2016
Rep. Graves, Garret [R-LA-6]	R · LA		Apr 14, 2016
Rep. Graves, Tom [R-GA-14]	R · GA		Apr 14, 2016
Rep. Hartzler, Vicky [R-MO-4]	R · MO		Apr 14, 2016
Rep. Hensarling, Jeb [R-TX-5]	R · TX		Apr 14, 2016
Rep. Hultgren, Randy [R-IL-14]	R · IL		Apr 14, 2016
Rep. Marchant, Kenny [R-TX-24]	R · TX		Apr 14, 2016
Rep. Miller, Jeff [R-FL-1]	R · FL		Apr 14, 2016
Rep. Moolenaar, John R. [R-MI-4]	R · MI		Apr 14, 2016

Cosponsor	Party / State	Role	Date Joined
Rep. Perry, Scott [R-PA-4]	R · PA		Apr 14, 2016
Rep. Renacci, James B. [R-OH-16]	R · OH		Apr 14, 2016
Rep. Roby, Martha [R-AL-2]	R · AL		Apr 14, 2016
Rep. Rokita, Todd [R-IN-4]	R · IN		Apr 14, 2016
Rep. Russell, Steve [R-OK-5]	R · OK		Apr 14, 2016
Rep. Salmon, Matt [R-AZ-5]	R · AZ		Apr 14, 2016
Rep. Sessions, Pete [R-TX-32]	R · TX		Apr 14, 2016
Rep. Smith, Jason [R-MO-8]	R · MO		Apr 14, 2016
Rep. Stivers, Steve [R-OH-15]	R · OH		Apr 14, 2016
Rep. Upton, Fred [R-MI-6]	R · MI		Apr 14, 2016
Rep. Walker, Mark [R-NC-6]	R · NC		Apr 14, 2016
Rep. Wilson, Joe [R-SC-2]	R · SC		Apr 14, 2016
Rep. Barr, Andy [R-KY-6]	R · KY		Apr 15, 2016
Rep. Blackburn, Marsha [R-TN-7]	R · TN		Apr 15, 2016
Rep. Brat, Dave [R-VA-7]	R · VA		Apr 15, 2016
Rep. Fleischmann, Charles J. "Chuck" [R-TN-3]	R · TN		Apr 15, 2016
Rep. Gosar, Paul A. [R-AZ-4]	R · AZ		Apr 15, 2016
Rep. Heck, Joseph J. [R-NV-3]	R · NV		Apr 15, 2016
Rep. Jolly, David W. [R-FL-13]	R · FL		Apr 15, 2016
Rep. Loudermilk, Barry [R-GA-11]	R · GA		Apr 15, 2016
Rep. Luetkemeyer, Blaine [R-MO-3]	R · MO		Apr 15, 2016
Rep. Stewart, Chris [R-UT-2]	R · UT		Apr 15, 2016
Rep. Whitfield, Ed [R-KY-1]	R · KY		Apr 15, 2016
Rep. Benishek, Dan [R-MI-1]	R · MI		Apr 18, 2016
Rep. Bilirakis, Gus M. [R-FL-12]	R · FL		Apr 18, 2016
Rep. Buck, Ken [R-CO-4]	R · CO		Apr 18, 2016
Rep. Dent, Charles W. [R-PA-15]	R · PA		Apr 18, 2016
Rep. Goodlatte, Bob [R-VA-6]	R · VA		Apr 18, 2016
Rep. Huizenga, Bill [R-MI-2]	R · MI		Apr 18, 2016
Rep. Kelly, Mike [R-PA-3]	R · PA		Apr 18, 2016
Rep. LaHood, Darin [R-IL-18]	R · IL		Apr 18, 2016
Rep. Latta, Robert E. [R-OH-5]	R · OH		Apr 18, 2016
Rep. Long, Billy [R-MO-7]	R · MO		Apr 18, 2016
Rep. Mulvaney, Mick [R-SC-5]	R · SC		Apr 18, 2016
Rep. Rouzer, David [R-NC-7]	R · NC		Apr 18, 2016
Rep. Tiberi, Patrick J. [R-OH-12]	R · OH		Apr 18, 2016
Rep. Trott, David A. [R-MI-11]	R · MI		Apr 18, 2016
Rep. Wagner, Ann [R-MO-2]	R · MO		Apr 18, 2016
Rep. Walters, Mimi [R-CA-45]	R · CA		Apr 18, 2016
Rep. Brooks, Susan W. [R-IN-5]	R · IN		Apr 19, 2016
Rep. DesJarlais, Scott [R-TN-4]	R · TN		Apr 19, 2016
Rep. Farenthold, Blake [R-TX-27]	R · TX		Apr 19, 2016

Cosponsor	Party / State	Role	Date Joined
Rep. Hudson, Richard [R-NC-8]	R · NC		Apr 19, 2016
Rep. Miller, Candice S. [R-MI-10]	R · MI		Apr 19, 2016
Rep. Mullin, Markwayne [R-OK-2]	R · OK		Apr 19, 2016
Rep. Rohrabacher, Dana [R-CA-48]	R · CA		Apr 19, 2016
Rep. Calvert, Ken [R-CA-42]	R · CA		Apr 20, 2016
Rep. Carter, Earl L. "Buddy" [R-GA-1]	R · GA		Apr 20, 2016
Rep. Ellmers, Renee L. [R-NC-2]	R · NC		Apr 20, 2016
Rep. Johnson, Sam [R-TX-3]	R · TX		Apr 20, 2016
Rep. Labrador, Raul R. [R-ID-1]	R · ID		Apr 20, 2016
Rep. Massie, Thomas [R-KY-4]	R · KY		Apr 20, 2016
Rep. Poe, Ted [R-TX-2]	R · TX		Apr 20, 2016
Rep. Rogers, Harold [R-KY-5]	R · KY		Apr 20, 2016
Rep. Tipton, Scott R. [R-CO-3]	R · CO		Apr 20, 2016
Rep. Webster, Daniel [R-FL-10]	R · FL		Apr 20, 2016
Rep. Yoder, Kevin [R-KS-3]	R · KS		Apr 20, 2016
Rep. Young, David [R-IA-3]	R · IA		Apr 20, 2016
Rep. Boustany, Charles W., Jr. [R-LA-3]	R · LA		Apr 21, 2016
Rep. Gibbs, Bob [R-OH-7]	R · OH		Apr 21, 2016
Rep. King, Steve [R-IA-4]	R · IA		Apr 21, 2016
Rep. Palazzo, Steven M. [R-MS-4]	R · MS		Apr 21, 2016
Rep. Westerman, Bruce [R-AR-4]	R · AR		Apr 21, 2016
Rep. Young, Todd [R-IN-9]	R · IN		Apr 21, 2016
Rep. Barletta, Lou [R-PA-11]	R · PA		Apr 26, 2016
Rep. Comstock, Barbara [R-VA-10]	R · VA		Apr 26, 2016
Rep. Fleming, John [R-LA-4]	R · LA		Apr 26, 2016
Rep. Forbes, J. Randy [R-VA-4]	R · VA		Apr 26, 2016
Rep. Hunter, Duncan D. [R-CA-50]	R · CA		Apr 26, 2016
Rep. Sanford, Mark [R-SC-1]	R · SC		Apr 26, 2016
Rep. Smith, Adrian [R-NE-3]	R · NE		Apr 26, 2016
Rep. Weber, Randy K., Sr. [R-TX-14]	R · TX		Apr 26, 2016
Rep. Wenstrup, Brad R. [R-OH-2]	R · OH		Apr 26, 2016
Rep. Chabot, Steve [R-OH-1]	R · OH		Apr 27, 2016
Rep. Olson, Pete [R-TX-22]	R · TX		Apr 27, 2016
Rep. Westmoreland, Lynn A. [R-GA-3]	R · GA		Apr 27, 2016
Rep. Collins, Doug [R-GA-9]	R · GA		Apr 28, 2016
Rep. Franks, Trent [R-AZ-8]	R · AZ		Apr 28, 2016
Rep. Jenkins, Evan H. [R-WV-3]	R · WV		Apr 28, 2016
Rep. McSally, Martha [R-AZ-2]	R · AZ		Apr 28, 2016
Rep. Pearce, Stevan [R-NM-2]	R · NM		Apr 28, 2016
Rep. Simpson, Michael K. [R-ID-2]	R · ID		Apr 28, 2016
Rep. Smith, Lamar [R-TX-21]	R · TX		Apr 28, 2016
Rep. Stefanik, Elise M. [R-NY-21]	R · NY		Apr 28, 2016

Cosponsor	Party / State	Role	Date Joined
Rep. Wittman, Robert J. [R-VA-1]	R · VA		Apr 28, 2016
Rep. Fortenberry, Jeff [R-NE-1]	R · NE		Apr 29, 2016
Rep. Harris, Andy [R-MD-1]	R · MD		Apr 29, 2016
Rep. Lucas, Frank D. [R-OK-3]	R · OK		Apr 29, 2016
Rep. Abraham, Ralph Lee [R-LA-5]	R · LA		May 10, 2016
Rep. Chaffetz, Jason [R-UT-3]	R · UT		May 10, 2016
Rep. Love, Mia B. [R-UT-4]	R · UT		May 10, 2016
Rep. Lummis, Cynthia M. [R-WY-At Large]	R · WY		May 10, 2016
Rep. Scott, Austin [R-GA-8]	R · GA		May 10, 2016
Rep. Shuster, Bill [R-PA-9]	R · PA		May 10, 2016
Rep. Graves, Sam [R-MO-6]	R · MO		May 11, 2016
Rep. Guinta, Frank C. [R-NH-1]	R · NH		May 11, 2016
Rep. Harper, Gregg [R-MS-3]	R · MS		May 11, 2016
Rep. Kinzinger, Adam [R-IL-16]	R · IL		May 11, 2016
Rep. Palmer, Gary J. [R-AL-6]	R · AL		May 11, 2016
Rep. Fitzpatrick, Michael G. [R-PA-8]	R · PA		May 12, 2016
Rep. Flores, Bill [R-TX-17]	R · TX		May 12, 2016
Rep. Jones, Walter B., Jr. [R-NC-3]	R · NC		May 12, 2016
Rep. Jordan, Jim [R-OH-4]	R · OH		May 12, 2016
Rep. Royce, Edward R. [R-CA-39]	R · CA		May 12, 2016
Rep. Davis, Rodney [R-IL-13]	R · IL		May 13, 2016
Rep. Dold, Robert J. [R-IL-10]	R · IL		May 13, 2016
Rep. Herrera Beutler, Jaime [R-WA-3]	R · WA		May 13, 2016
Rep. Reed, Tom [R-NY-23]	R · NY		May 13, 2016
Rep. Costello, Ryan A. [R-PA-6]	R · PA		May 16, 2016
Rep. Roskam, Peter J. [R-IL-6]	R · IL		May 16, 2016
Rep. Black, Diane [R-TN-6]	R · TN		May 17, 2016
Rep. Cole, Tom [R-OK-4]	R · OK		May 17, 2016
Rep. Emmer, Tom [R-MN-6]	R · MN		May 17, 2016
Rep. MacArthur, Thomas [R-NJ-3]	R · NJ		May 17, 2016
Rep. Gowdy, Trey [R-SC-4]	R · SC		May 18, 2016
Rep. Marino, Tom [R-PA-10]	R · PA		May 18, 2016
Rep. Nugent, Richard B. [R-FL-11]	R · FL		May 18, 2016
Rep. Shimkus, John [R-IL-15]	R · IL		May 18, 2016
Rep. Brady, Kevin [R-TX-8]	R · TX		May 19, 2016
Rep. Frelinghuysen, Rodney P. [R-NJ-11]	R · NJ		May 19, 2016
Rep. Johnson, Bill [R-OH-6]	R · OH		May 19, 2016
Rep. Williams, Roger [R-TX-25]	R · TX		May 19, 2016
Rep. Aderholt, Robert B. [R-AL-4]	R · AL		May 23, 2016
Rep. Holding, George [R-NC-13]	R · NC		May 23, 2016
Rep. McCaul, Michael T. [R-TX-10]	R · TX		May 23, 2016
Rep. Thornberry, Mac [R-TX-13]	R · TX		May 23, 2016

Cosponsor	Party / State	Role	Date Joined
Rep. Buchanan, Vern [R-FL-16]	R · FL		May 25, 2016
Rep. Neugebauer, Randy [R-TX-19]	R · TX		May 25, 2016
Rep. Poliquin, Bruce [R-ME-2]	R · ME		May 25, 2016
Rep. Rigell, E. Scott [R-VA-2]	R · VA		May 25, 2016
Rep. Bridenstine, Jim [R-OK-1]	R · OK		May 26, 2016
Rep. McClintock, Tom [R-CA-4]	R · CA		May 26, 2016
Rep. Schweikert, David [R-AZ-6]	R · AZ		May 26, 2016
Rep. Carter, John R. [R-TX-31]	R · TX		Jun 8, 2016
Rep. Kelly, Trent [R-MS-1]	R · MS		Jun 8, 2016
Rep. Noem, Kristi L. [R-SD-At Large]	R · SD		Jun 9, 2016
Rep. Guthrie, Brett [R-KY-2]	R · KY		Jun 10, 2016
Rep. Fincher, Stephen Lee [R-TN-8]	R · TN		Jun 13, 2016
Rep. Barton, Joe [R-TX-6]	R · TX		Jun 14, 2016
Rep. Pittenger, Robert [R-NC-9]	R · NC		Jun 14, 2016
Rep. Amodei, Mark E. [R-NV-2]	R · NV		Jun 22, 2016
Rep. Granger, Kay [R-TX-12]	R · TX		Jun 22, 2016
Rep. Rice, Tom [R-SC-7]	R · SC		Jun 22, 2016
Rep. Valadao, David G. [R-CA-21]	R · CA		Jun 22, 2016
Rep. Lance, Leonard [R-NJ-7]	R · NJ		Jul 5, 2016
Rep. LoBiondo, Frank A. [R-NJ-2]	R · NJ		Jul 5, 2016
Rep. Mica, John L. [R-FL-7]	R · FL		Jul 5, 2016
Rep. Duncan, John J., Jr. [R-TN-2]	R · TN		Jul 11, 2016
Rep. Babin, Brian [R-TX-36]	R · TX		Jul 14, 2016
Rep. LaMalfa, Doug [R-CA-1]	R · CA		Sep 6, 2016
Rep. Scalise, Steve [R-LA-1]	R · LA		Sep 7, 2016
Rep. Newhouse, Dan [R-WA-4]	R · WA		Sep 8, 2016
Rep. DeSantis, Ron [R-FL-6]	R · FL		Sep 9, 2016
Rep. Conaway, K. Michael [R-TX-11]	R · TX		Sep 12, 2016
Rep. McKinley, David B. [R-WV-1]	R · WV		Sep 14, 2016
Rep. Meadows, Mark [R-NC-11]	R · NC		Sep 20, 2016
Rep. Ratcliffe, John [R-TX-4]	R · TX		Sep 20, 2016
Rep. Curbelo, Carlos [R-FL-26]	R · FL		Sep 22, 2016
Rep. Ribble, Reid J. [R-WI-8]	R · WI		Sep 22, 2016
Rep. Rogers, Mike D. [R-AL-3]	R · AL		Sep 28, 2016
Rep. Davidson, Warren [R-OH-8]	R · OH		Nov 14, 2016

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Mar 17, 2016

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
114 S 2707	Identical bill	May 11, 2016: Committee on Small Business and Entrepreneurship. Hearings held. Hearings printed: S.Hrg. 114-676.

Summary (as of Mar 17, 2016)

Protecting Workplace Advancement and Opportunity Act

This bill declares that the proposed or the final rule of the Department of Labor entitled "Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees" shall cease to have any force or effect. The rule revises the "white collar" exemption of executive, administrative, professional, outside sales, and computer employees from minimum wage and maximum hour, or overtime, requirements of the Fair Labor Standards Act of 1938 (FLSA).

If the proposed rule is a final rule on the date of enactment of this bill:

- Labor shall not enforce it based on conduct occurring before that enactment date,
- an employee shall not have any right of action against an employer for the employer's failure to comply with the final rule at any time before that enactment date,
- any regulations that were amended by the final rule shall be restored and revived as if the final rule had never taken effect, and
- nothing in this bill shall be construed to create a right of action for an employer against an employee for the recoupment of any payments made to the employee before the enactment of this bill that were in compliance with that final rule.

Labor may promulgate any substantially similar rule only if it has completed certain required actions; but the rule shall not contain any automatic updates to the salary threshold for purposes of exemptions to minimum wage and maximum hour requirements under the FLSA.

The requirement that definitions applicable for such exemptions be defined and delimited from time to time by Labor regulations shall be construed to:

- require Labor to issue a new rule through notice and comment rulemaking for each change in any salary threshold it has proposed; and
- exclude any rule that would result in changes to any salary threshold for multiple time periods, including through any automatic updating procedure.

Labor may not promulgate any final rule that includes any revision to duties tests for exemption from minimum wage and maximum hours requirements unless specific regulatory text for the provision was proposed in the proposed rule.

Actions Timeline

- **Mar 17, 2016:** Introduced in House
- **Mar 17, 2016:** Referred to the House Committee on Education and the Workforce