HR 3467

Wage Theft Prevention and Wage Recovery Act

Congress: 115 (2017–2019, Ended)
Chamber: House
Policy Area: Labor and Employment
Introduced: Jul 27, 2017
Current Status: Referred to the House Committee on Education and the Workforce.
Latest Action: Referred to the House Committee on Education and the Workforce. (Jul 27, 2017)
Official Text: https://www.congress.gov/bill/115th-congress/house-bill/3467

Sponsor

Name: Rep. DeLauro, Rosa L. [D-CT-3]
Party: Democratic • **State:** CT • **Chamber:** House

Cosponsors (25 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jul 27, 2017
Rep. Boyle, Brendan F. [D-PA-13]	D · PA		Jul 27, 2017
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Jul 27, 2017
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Jul 27, 2017
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		Jul 27, 2017
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Jul 27, 2017
Rep. Ellison, Keith [D-MN-5]	D · MN		Jul 27, 2017
Rep. Green, Gene [D-TX-29]	D · TX		Jul 27, 2017
Rep. Langevin, James R. [D-RI-2]	D · RI		Jul 27, 2017
Rep. Lewis, John [D-GA-5]	D · GA		Jul 27, 2017
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Jul 27, 2017
Rep. McCollum, Betty [D-MN-4]	D · MN		Jul 27, 2017
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Jul 27, 2017
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		Jul 27, 2017
Rep. Pocan, Mark [D-WI-2]	D · WI		Jul 27, 2017
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Jul 27, 2017
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Jul 27, 2017
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Jul 27, 2017
Rep. Serrano, Jose E. [D-NY-15]	D · NY		Jul 27, 2017
Rep. Slaughter, Louise McIntosh [D-NY-25]	D · NY		Jul 27, 2017
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Jul 27, 2017
Rep. Takano, Mark [D-CA-41]	D · CA		Oct 3, 2017
Rep. Brady, Robert A. [D-PA-1]	D · PA		Feb 6, 2018
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Jul 24, 2018
Rep. Foster, Bill [D-IL-11]	D · IL		Nov 29, 2018

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Jul 27, 2017

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
115 S 1652	Identical bill	**Jul 27, 2017:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Summary (as of Jul 27, 2017)

Wage Theft Prevention and Wage Recovery Act

This bill amends the Fair Labor Standards Act of 1938 (FLSA) to require employers to make initial disclosures to employees of the terms of their employment, provide such employees with regular paystubs, and make final payment to a terminating employee for uncompensated hours within 14 days of the employee's termination.

An employer shall compensate an employee at the rate specified in an employment contract or other employment agreement, including a collective bargaining agreement, that specifies a rate of pay higher than the minimum wage rate.

The bill establishes new and increased civil and criminal penalties for violations of FLSA overtime or minimum wage requirements, including referral to the Department of Justice for criminal prosecution of employers who engage in wage theft, falsification of wage records, or retaliation against employees.

The bill: (1) increases damages for employees who are victims of wage theft from two to three times the wages owed or who are fired for filing a complaint concerning wage theft or for cooperating in an investigation by the Department of Labor, (2) revises requirements for wage recordkeeping by employers and establishes penalties for violations of those requirements, (3) grants employees the right to inspect employer wage records, and (4) increases the statute of limitation for bringing a claim for owed wages from two to four years (three to five years for willful violations).

Labor must award grants to assist certain entities in the enforcement of FLSA wage and hour requirements.

Actions Timeline

- **Jul 27, 2017:** Introduced in House
- **Jul 27, 2017:** Referred to the House Committee on Education and the Workforce.