

S 3358

Part-Time Worker Bill of Rights Act of 2020

Congress: 116 (2019–2021, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Feb 27, 2020

Current Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Latest Action: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Feb 27, 2020)

Official Text: <https://www.congress.gov/bill/116th-congress/senate-bill/3358>

Sponsor

Name: Sen. Warren, Elizabeth [D-MA]

Party: Democratic • **State:** MA • **Chamber:** Senate

Cosponsors (3 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Booker, Cory A. [D-NJ]	D · NJ		Feb 27, 2020
Sen. Harris, Kamala D. [D-CA]	D · CA		Feb 27, 2020
Sen. Markey, Edward J. [D-MA]	D · MA		Feb 27, 2020

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Feb 27, 2020

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
116 HR 5991	Identical bill	Mar 10, 2020: Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.

Part-Time Worker Bill of Rights Act of 2020

This bill modifies various employment, leave, and pension rules with respect to part-time workers. Specifically, the bill removes the requirement that employees work a minimum number of hours during the preceding 12-month period before becoming eligible for family and medical leave.

The bill also sets the maximum length of service on which employers may condition the eligibility of part-time employees for a qualified pension plan (e.g., 401(k) retirement plan). Except as required by an applicable collective bargaining agreement, such service requirement may be no longer than two consecutive 12-month periods of at least 500 hours of service for part-time employees who have reached the age of 21 by the end of such period.

The bill further prohibits employers from setting disparate terms of employment or working conditions for part-time employees, including with respect to compensation, notice of work hours, and promotion opportunities, among others. Additionally, the bill requires large employers to offer available, qualified part-time employees additional work hours before hiring new employees for such hours. Among other enforcement methods, employers must maintain three years of certain records related to the requirements of this bill. The bill also provides a private right of action for employees to enforce the nondiscrimination requirements of this bill.

Actions Timeline

- **Feb 27, 2020:** Introduced in Senate
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