

## HR 3712

Wage Theft Prevention and Wage Recovery Act

**Congress:** 116 (2019–2021, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Jul 11, 2019

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

**Latest Action:** Referred to the House Committee on Education and Labor. (Jul 11, 2019)

**Official Text:** <https://www.congress.gov/bill/116th-congress/house-bill/3712>

### Sponsor

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

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

Cosponsors (27 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jul 11, 2019
Rep. Boyle, Brendan F. [D-PA-2]	D · PA		Jul 11, 2019
Rep. Cohen, Steve [D-TN-9]	D · TN		Jul 11, 2019
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Jul 11, 2019
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Jul 11, 2019
Rep. Lee, Barbara [D-CA-13]	D · CA		Jul 11, 2019
Rep. Levin, Andy [D-MI-9]	D · MI		Jul 11, 2019
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Jul 11, 2019
Rep. McCollum, Betty [D-MN-4]	D · MN		Jul 11, 2019
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Jul 11, 2019
Rep. Omar, Ilhan [D-MN-5]	D · MN		Jul 11, 2019
Rep. Pocan, Mark [D-WI-2]	D · WI		Jul 11, 2019
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Jul 11, 2019
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Jul 11, 2019
Rep. Sires, Albio [D-NJ-8]	D · NJ		Jul 11, 2019
Rep. Takano, Mark [D-CA-41]	D · CA		Jul 11, 2019
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Jul 11, 2019
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Jul 11, 2019
Rep. Pressley, Ayanna [D-MA-7]	D · MA		Sep 9, 2019
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Sep 10, 2019
Rep. Davis, Danny K. [D-IL-7]	D · IL		Sep 10, 2019
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Sep 10, 2019
Rep. Raskin, Jamie [D-MD-8]	D · MD		Sep 11, 2019
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		Sep 12, 2019
Rep. McGovern, James P. [D-MA-2]	D · MA		Sep 26, 2019
Rep. Garcia, Jesus G. "Chuy" [D-IL-4]	D · IL		Oct 28, 2019
Rep. Jayapal, Pramila [D-WA-7]	D · WA		Oct 29, 2019

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Jul 11, 2019

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
116 S 2101	Identical bill	<b>Jul 11, 2019:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

## **Wage Theft Prevention and Wage Recovery Act**

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

An employer must compensate an employee at the rate specified in an employment contract, 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 FLSA overtime or minimum wage violations, 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 Wage and Hour Division of the Department of Labor must provide grants to specified organizations, including nonprofits and educational institutions, to enhance the enforcement of wage and hour laws. The Government Accountability Office must study and report on successful grant programs.

## **Actions Timeline**

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- **Jul 11, 2019:** Introduced in House
- **Jul 11, 2019:** Referred to the House Committee on Education and Labor.