

## S 385

### Fairness for Farm Workers Act

**Congress:** 116 (2019–2021, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Feb 7, 2019

**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 7, 2019)

**Official Text:** <https://www.congress.gov/bill/116th-congress/senate-bill/385>

## Sponsor

**Name:** Sen. Harris, Kamala D. [D-CA]

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

## Cosponsors (14 total)

| Cosponsor                           | Party / State | Role | Date Joined  |
|-------------------------------------|---------------|------|--------------|
| Sen. Blumenthal, Richard [D-CT]     | D · CT        |      | Feb 7, 2019  |
| Sen. Booker, Cory A. [D-NJ]         | D · NJ        |      | Feb 7, 2019  |
| Sen. Cortez Masto, Catherine [D-NV] | D · NV        |      | Feb 7, 2019  |
| Sen. Feinstein, Dianne [D-CA]       | D · CA        |      | Feb 7, 2019  |
| Sen. Hirono, Mazie K. [D-HI]        | D · HI        |      | Feb 7, 2019  |
| Sen. Klobuchar, Amy [D-MN]          | D · MN        |      | Feb 7, 2019  |
| Sen. Merkley, Jeff [D-OR]           | D · OR        |      | Feb 7, 2019  |
| Sen. Sanders, Bernard [I-VT]        | I · VT        |      | Feb 7, 2019  |
| Sen. Udall, Tom [D-NM]              | D · NM        |      | Feb 7, 2019  |
| Sen. Van Hollen, Chris [D-MD]       | D · MD        |      | Feb 7, 2019  |
| Sen. Warren, Elizabeth [D-MA]       | D · MA        |      | Feb 7, 2019  |
| Sen. Wyden, Ron [D-OR]              | D · OR        |      | Feb 7, 2019  |
| Sen. Brown, Sherrod [D-OH]          | D · OH        |      | Feb 11, 2019 |
| Sen. Durbin, Richard J. [D-IL]      | D · IL        |      | Feb 28, 2019 |

## Committee Activity

| Committee  | Chamber | Activity    | Date        |
|--|---------|-------------|-------------|
| Health, Education, Labor, and Pensions Committee | Senate  | Referred To | Feb 7, 2019 |

## Subjects & Policy Tags

### Policy Area:

Labor and Employment

## Related Bills

| Bill        | Relationship   | Last Action   |
|-------------|----------------|---|
| 116 HR 1080 | Identical bill | <b>Feb 7, 2019:</b> Referred to the House Committee on Education and Labor. |

## Summary (as of Feb 7, 2019)

### Fairness for Farm Workers Act

This bill amends the Fair Labor Standards Act of 1938 with respect to agricultural workers.

The bill requires employers, beginning in 2021, to compensate agricultural workers for hours worked in excess of their regular hours (i.e., 55 hours in 2021, 50 hours in 2022, 45 hours in 2023, and 40 hours in 2024) at not less than one and one-half times the employee's regular rate. For employers with 25 or fewer employees, the overtime pay requirements begin in 2024. These overtime pay requirements do not apply, as in current law, to employees who are the parent, spouse, child, or other member of the employer's immediate family.

The bill also repeals the exemption from overtime pay requirements for employers in various agriculture-related industries, including certain small farms, irrigation projects, sugar processing, and cotton ginning and compressing.

## Actions Timeline

- **Feb 7, 2019:** Introduced in Senate
- **Feb 7, 2019:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.