

HR 5991

Part-Time Worker Bill of Rights Act of 2020

Congress: 116 (2019–2021, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Feb 27, 2020

Current Status: Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.

Latest Action: Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties. (Mar 10, 2020)

Official Text: <https://www.congress.gov/bill/116th-congress/house-bill/5991>

Sponsor

Name: Rep. Schakowsky, Janice D. [D-IL-9]

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

Cosponsors (3 total)

| Cosponsor | Party / State | Role | Date Joined |
|--------------------------------|---------------|------|--------------|
| Rep. DeLauro, Rosa L. [D-CT-3] | D · CT | | Feb 27, 2020 |
| Rep. Porter, Katie [D-CA-45] | D · CA | | Feb 27, 2020 |
| Rep. Pressley, Ayanna [D-MA-7] | D · MA | | Feb 27, 2020 |

Committee Activity

| Committee | Chamber | Activity | Date |
|---|---------|-------------|--------------|
| Committee on House Administration | House | Referred To | Feb 27, 2020 |
| Education and Workforce Committee | House | Referred To | Feb 27, 2020 |
| Judiciary Committee | House | Referred to | Mar 10, 2020 |
| Oversight and Government Reform Committee | House | Referred To | Feb 27, 2020 |
| Ways and Means Committee | House | Referred to | Feb 27, 2020 |

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

| Bill | Relationship | Last Action |
|------------|----------------|--|
| 116 S 3358 | Identical bill | Feb 27, 2020: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. |

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

- **Mar 10, 2020:** Referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties.
- **Feb 27, 2020:** Introduced in House
- **Feb 27, 2020:** Referred to the Committee on Education and Labor, and in addition to the Committees on House Administration, Oversight and Reform, Ways and Means, and the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.
- **Feb 27, 2020:** Referred to the Subcommittee on Worker and Family Support.