

HR 3194

Fairness for Farm Workers Act

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: May 13, 2021

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

Latest Action: Referred to the House Committee on Education and Labor. (May 13, 2021)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/3194>

Sponsor

Name: Rep. Grijalva, Raúl M. [D-AZ-3]

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

Cosponsors (64 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		May 13, 2021
Del. San Nicolas, Michael F. Q. [D-GU-At Large]	D · GU		May 13, 2021
Rep. Barragan, Nanette Diaz [D-CA-44]	D · CA		May 13, 2021
Rep. Bass, Karen [D-CA-37]	D · CA		May 13, 2021
Rep. Blumenauer, Earl [D-OR-3]	D · OR		May 13, 2021
Rep. Brownley, Julia [D-CA-26]	D · CA		May 13, 2021
Rep. Carbajal, Salud O. [D-CA-24]	D · CA		May 13, 2021
Rep. Cárdenas, Tony [D-CA-29]	D · CA		May 13, 2021
Rep. Castro, Joaquin [D-TX-20]	D · TX		May 13, 2021
Rep. Chu, Judy [D-CA-27]	D · CA		May 13, 2021
Rep. Cicilline, David N. [D-RI-1]	D · RI		May 13, 2021
Rep. Cohen, Steve [D-TN-9]	D · TN		May 13, 2021
Rep. Correa, J. Luis [D-CA-46]	D · CA		May 13, 2021
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		May 13, 2021
Rep. Escobar, Veronica [D-TX-16]	D · TX		May 13, 2021
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		May 13, 2021
Rep. Espaillat, Adriano [D-NY-13]	D · NY		May 13, 2021
Rep. Gallego, Ruben [D-AZ-7]	D · AZ		May 13, 2021
Rep. Garcia, Jesus G. "Chuy" [D-IL-4]	D · IL		May 13, 2021
Rep. Garcia, Sylvia R. [D-TX-29]	D · TX		May 13, 2021
Rep. Gomez, Jimmy [D-CA-34]	D · CA		May 13, 2021
Rep. Hayes, Jahana [D-CT-5]	D · CT		May 13, 2021
Rep. Huffman, Jared [D-CA-2]	D · CA		May 13, 2021
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		May 13, 2021
Rep. Jayapal, Pramila [D-WA-7]	D · WA		May 13, 2021
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		May 13, 2021
Rep. Khanna, Ro [D-CA-17]	D · CA		May 13, 2021
Rep. Lee, Barbara [D-CA-13]	D · CA		May 13, 2021
Rep. Lieu, Ted [D-CA-33]	D · CA		May 13, 2021
Rep. Lofgren, Zoe [D-CA-19]	D · CA		May 13, 2021
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		May 13, 2021
Rep. McGovern, James P. [D-MA-2]	D · MA		May 13, 2021
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		May 13, 2021
Rep. Neguse, Joe [D-CO-2]	D · CO		May 13, 2021
Rep. Ocasio-Cortez, Alexandria [D-NY-14]	D · NY		May 13, 2021
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		May 13, 2021
Rep. Panetta, Jimmy [D-CA-20]	D · CA		May 13, 2021
Rep. Pocan, Mark [D-WI-2]	D · WI		May 13, 2021
Rep. Pressley, Ayanna [D-MA-7]	D · MA		May 13, 2021
Rep. Raskin, Jamie [D-MD-8]	D · MD		May 13, 2021
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		May 13, 2021

Cosponsor	Party / State	Role	Date Joined
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		May 13, 2021
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		May 13, 2021
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		May 13, 2021
Rep. Sherman, Brad [D-CA-30]	D · CA		May 13, 2021
Rep. Soto, Darren [D-FL-9]	D · FL		May 13, 2021
Rep. Swalwell, Eric [D-CA-15]	D · CA		May 13, 2021
Rep. Takano, Mark [D-CA-41]	D · CA		May 13, 2021
Rep. Tlaib, Rashida [D-MI-13]	D · MI		May 13, 2021
Rep. Torres, Norma J. [D-CA-35]	D · CA		May 13, 2021
Rep. Vargas, Juan [D-CA-51]	D · CA		May 13, 2021
Rep. Veasey, Marc A. [D-TX-33]	D · TX		May 13, 2021
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		May 13, 2021
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		May 13, 2021
Rep. Aguilar, Pete [D-CA-31]	D · CA		Jul 21, 2021
Rep. Castor, Kathy [D-FL-14]	D · FL		Jul 21, 2021
Rep. Demings, Val Butler [D-FL-10]	D · FL		Jul 21, 2021
Rep. Levin, Mike [D-CA-49]	D · CA		Jul 21, 2021
Rep. Stansbury, Melanie Ann [D-NM-1]	D · NM		Jul 21, 2021
Rep. Suozzi, Thomas R. [D-NY-3]	D · NY		Jul 21, 2021
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Sep 22, 2021
Rep. Kahele, Kaiali'i [D-HI-2]	D · HI		Sep 22, 2021
Rep. Newman, Marie [D-IL-3]	D · IL		Sep 22, 2021
Rep. Ruiz, Raul [D-CA-36]	D · CA		Jul 28, 2022

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	May 13, 2021

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
117 S 4480	Related bill	Jun 23, 2022: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Sponsor introductory remarks on measure. CR S3163-3164)

Fairness for Farm Workers Act

This bill extends overtime pay protections to agricultural workers.

The bill requires employers, beginning in 2022, to compensate agricultural workers for hours worked in excess of their regular hours (i.e., 55 hours in 2022, 50 hours in 2023, 45 hours in 2024, and 40 hours in 2025) 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 2025. These overtime pay requirements do not apply, as under 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

- **May 13, 2021:** Introduced in House
- **May 13, 2021:** Referred to the House Committee on Education and Labor.

LegiList

CONGRESS, MADE CLEAR.

Search Every Federal Bill, Law, and Vote

LegiList is the fastest way to research Congress. Track any bill from introduction to enactment, see how every legislator voted, follow committee activity, and read the full text of every bill — all in one place, always up to date.

legilist.com

Free Course: Learn How Congress Actually Works

LegiList Learn is a free, self-paced course that walks through the entire legislative process — from drafting a bill to a presidential signature. Seven modules, plain language, no politics. Earn a certificate when you finish.

legilist.com/learn

Developer API: Build Apps on Legislative Data

The LegiList API gives developers direct access to bills, votes, legislators, committees, and more. Start free with 1,000 requests per day — no credit card required. Upgrade to Pro when you need to scale.

legilist.com/api

Public data belongs to the public. — legilist.com