

S 3641

Part-Time Worker Bill of Rights Act

Congress: 117 (2021–2023, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Feb 14, 2022

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 14, 2022)

Official Text: <https://www.congress.gov/bill/117th-congress/senate-bill/3641>

Sponsor

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

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

Cosponsors (9 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Baldwin, Tammy [D-WI]	D · WI		Feb 14, 2022
Sen. Booker, Cory A. [D-NJ]	D · NJ		Feb 14, 2022
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		Feb 14, 2022
Sen. Markey, Edward J. [D-MA]	D · MA		Feb 14, 2022
Sen. Murray, Patty [D-WA]	D · WA		Feb 14, 2022
Sen. Padilla, Alex [D-CA]	D · CA		Feb 14, 2022
Sen. Sanders, Bernard [I-VT]	I · VT		Feb 14, 2022
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Feb 14, 2022
Sen. Brown, Sherrod [D-OH]	D · OH		Mar 15, 2022

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Feb 14, 2022

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
117 HR 6699	Identical bill	Feb 9, 2022: Referred to the Committee on Education and Labor, and in addition to the Committees on House Administration, Oversight and Reform, and Ways and Means, 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.

Part-Time Worker Bill of Rights Act

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 of more than 15 employees 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. Additionally, the bill requires such 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 records for offers of additional hours and employee responses to such offers. The bill also provides a private right of action for employees to enforce the nondiscrimination requirements of this bill.

Actions Timeline

- **Feb 14, 2022:** Introduced in Senate
- **Feb 14, 2022:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.