

S 4174

Wage Theft Prevention and Wage Recovery Act

Congress: 117 (2021–2023, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: May 10, 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. (May 10, 2022)

Official Text: <https://www.congress.gov/bill/117th-congress/senate-bill/4174>

Sponsor

Name: Sen. Murray, Patty [D-WA]

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

Cosponsors (28 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Baldwin, Tammy [D-WI]	D · WI		May 10, 2022
Sen. Blumenthal, Richard [D-CT]	D · CT		May 10, 2022
Sen. Booker, Cory A. [D-NJ]	D · NJ		May 10, 2022
Sen. Brown, Sherrod [D-OH]	D · OH		May 10, 2022
Sen. Cantwell, Maria [D-WA]	D · WA		May 10, 2022
Sen. Cardin, Benjamin L. [D-MD]	D · MD		May 10, 2022
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		May 10, 2022
Sen. Duckworth, Tammy [D-IL]	D · IL		May 10, 2022
Sen. Durbin, Richard J. [D-IL]	D · IL		May 10, 2022
Sen. Feinstein, Dianne [D-CA]	D · CA		May 10, 2022
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		May 10, 2022
Sen. Hickenlooper, John W. [D-CO]	D · CO		May 10, 2022
Sen. Hirono, Mazie K. [D-HI]	D · HI		May 10, 2022
Sen. Klobuchar, Amy [D-MN]	D · MN		May 10, 2022
Sen. Lujan, Ben Ray [D-NM]	D · NM		May 10, 2022
Sen. Markey, Edward J. [D-MA]	D · MA		May 10, 2022
Sen. Merkley, Jeff [D-OR]	D · OR		May 10, 2022
Sen. Murphy, Christopher [D-CT]	D · CT		May 10, 2022
Sen. Padilla, Alex [D-CA]	D · CA		May 10, 2022
Sen. Reed, Jack [D-RI]	D · RI		May 10, 2022
Sen. Sanders, Bernard [I-VT]	I · VT		May 10, 2022
Sen. Schatz, Brian [D-HI]	D · HI		May 10, 2022
Sen. Smith, Tina [D-MN]	D · MN		May 10, 2022
Sen. Stabenow, Debbie [D-MI]	D · MI		May 10, 2022
Sen. Van Hollen, Chris [D-MD]	D · MD		May 10, 2022
Sen. Warren, Elizabeth [D-MA]	D · MA		May 10, 2022
Sen. Wyden, Ron [D-OR]	D · OR		May 10, 2022
Sen. Kaine, Tim [D-VA]	D · VA		May 12, 2022

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	May 10, 2022

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
117 HR 7701	Identical bill	Oct 7, 2022: Placed on the Union Calendar, Calendar No. 388.

Wage Theft Prevention and Wage Recovery Act

This bill requires 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 makes all of such unpaid wages recoverable through civil enforcement.

The bill establishes new and increased civil and criminal penalties for violations of overtime or minimum wage requirements, 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

- **May 10, 2022:** Introduced in Senate
- **May 10, 2022:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.