

S 4480

Fairness for Farm Workers Act

Congress: 117 (2021–2023, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Jun 23, 2022

Current Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Sponsor introdu

Latest Action: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Sponsor introductory remarks on measure. CR S3163-3164) (Jun 23, 2022)

Official Text: <https://www.congress.gov/bill/117th-congress/senate-bill/4480>

Sponsor

Name: Sen. Padilla, Alex [D-CA]

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

Cosponsors (11 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Blumenthal, Richard [D-CT]	D · CT		Jun 23, 2022
Sen. Booker, Cory A. [D-NJ]	D · NJ		Jun 23, 2022
Sen. Brown, Sherrod [D-OH]	D · OH		Jun 23, 2022
Sen. Cortez Masto, Catherine [D-NV]	D · NV		Jun 23, 2022
Sen. Feinstein, Dianne [D-CA]	D · CA		Jun 23, 2022
Sen. Klobuchar, Amy [D-MN]	D · MN		Jun 23, 2022
Sen. Markey, Edward J. [D-MA]	D · MA		Jun 23, 2022
Sen. Sanders, Bernard [I-VT]	I · VT		Jun 23, 2022
Sen. Van Hollen, Chris [D-MD]	D · MD		Jun 23, 2022
Sen. Warren, Elizabeth [D-MA]	D · MA		Jun 23, 2022
Sen. Wyden, Ron [D-OR]	D · OR		Jun 23, 2022

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Jun 23, 2022

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
117 HR 3194	Related bill	May 13, 2021: Referred to the House Committee on Education and Labor.

Fairness for Farm Workers Act

This bill extends overtime pay protections to agricultural workers.

The bill requires employers, beginning in 2023, to compensate agricultural workers for hours worked in excess of their regular hours (i.e., 55 hours in 2023, 50 hours in 2024, 45 hours in 2025, and 40 hours in 2026) 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 2026. 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

- **Jun 23, 2022:** Introduced in Senate
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