

HR 6699

Part-Time Worker Bill of Rights Act

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Feb 9, 2022

Current Status: Referred to the Committee on Education and Labor, and in addition to the Committees on House Adminis

Latest Action: 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. (Feb 9, 2022)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/6699>

Sponsor

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

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

Cosponsors (22 total)

| Cosponsor | Party / State | Role | Date Joined |
|---|---------------|------|--------------|
| Del. Norton, Eleanor Holmes [D-DC-At Large] | D · DC | | Feb 9, 2022 |
| Rep. DeLauro, Rosa L. [D-CT-3] | D · CT | | Feb 9, 2022 |
| Rep. Doggett, Lloyd [D-TX-35] | D · TX | | Feb 9, 2022 |
| Rep. Garcia, Jesus G. "Chuy" [D-IL-4] | D · IL | | Feb 9, 2022 |
| Rep. Jayapal, Pramila [D-WA-7] | D · WA | | Feb 9, 2022 |
| Rep. Lawrence, Brenda L. [D-MI-14] | D · MI | | Feb 9, 2022 |
| Rep. Lee, Barbara [D-CA-13] | D · CA | | Feb 9, 2022 |
| Rep. Porter, Katie [D-CA-45] | D · CA | | Feb 9, 2022 |
| Rep. Pressley, Ayanna [D-MA-7] | D · MA | | Feb 9, 2022 |
| Rep. Torres, Ritchie [D-NY-15] | D · NY | | Feb 9, 2022 |
| Rep. Cohen, Steve [D-TN-9] | D · TN | | Feb 18, 2022 |
| Rep. Bowman, Jamaal [D-NY-16] | D · NY | | Feb 28, 2022 |
| Rep. Hayes, Jahana [D-CT-5] | D · CT | | Feb 28, 2022 |
| Rep. Davis, Danny K. [D-IL-7] | D · IL | | Mar 1, 2022 |
| Rep. Chu, Judy [D-CA-27] | D · CA | | Mar 28, 2022 |
| Rep. Nadler, Jerrold [D-NY-10] | D · NY | | Mar 31, 2022 |
| Rep. Jones, Mondaire [D-NY-17] | D · NY | | Apr 5, 2022 |
| Rep. Newman, Marie [D-IL-3] | D · IL | | Apr 7, 2022 |
| Del. San Nicolas, Michael F. Q. [D-GU-At Large] | D · GU | | Apr 26, 2022 |
| Rep. DeSaulnier, Mark [D-CA-11] | D · CA | | Jul 15, 2022 |
| Rep. McGovern, James P. [D-MA-2] | D · MA | | Jul 21, 2022 |
| Rep. Lieu, Ted [D-CA-33] | D · CA | | Jul 27, 2022 |

Committee Activity

| Committee | Chamber | Activity | Date |
|---|---------|-------------|-------------|
| Committee on House Administration | House | Referred To | Feb 9, 2022 |
| Education and Workforce Committee | House | Referred To | Feb 9, 2022 |
| Oversight and Government Reform Committee | House | Referred To | Feb 9, 2022 |
| Ways and Means Committee | House | Referred To | Feb 9, 2022 |

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

| Bill | Relationship | Last Action |
|------------|----------------|--|
| 117 S 3641 | Identical bill | Feb 14, 2022: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. |

Summary (as of Feb 9, 2022)

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 periods.

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, among others. 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 9, 2022:** Introduced in House
- **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.