

HR 7701

Wage Theft Prevention and Wage Recovery Act of 2022

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: May 10, 2022

Current Status: Placed on the Union Calendar, Calendar No. 388.

Latest Action: Placed on the Union Calendar, Calendar No. 388. (Oct 7, 2022)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/7701>

Sponsor

Name: Rep. DeLauro, Rosa L. [D-CT-3]

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

Cosponsors (45 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		May 10, 2022
Del. Sablan, Gregorio Kilili Camacho [D-MP-At Large]	D · MP		May 10, 2022
Del. San Nicolas, Michael F. Q. [D-GU-At Large]	D · GU		May 10, 2022
Rep. Adams, Alma S. [D-NC-12]	D · NC		May 10, 2022
Rep. Barragan, Nanette Diaz [D-CA-44]	D · CA		May 10, 2022
Rep. Bass, Karen [D-CA-37]	D · CA		May 10, 2022
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		May 10, 2022
Rep. Bowman, Jamaal [D-NY-16]	D · NY		May 10, 2022
Rep. Carson, Andre [D-IN-7]	D · IN		May 10, 2022
Rep. Cicilline, David N. [D-RI-1]	D · RI		May 10, 2022
Rep. Davis, Danny K. [D-IL-7]	D · IL		May 10, 2022
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		May 10, 2022
Rep. Evans, Dwight [D-PA-3]	D · PA		May 10, 2022
Rep. Garcia, Sylvia R. [D-TX-29]	D · TX		May 10, 2022
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		May 10, 2022
Rep. Jacobs, Sara [D-CA-53]	D · CA		May 10, 2022
Rep. Jayapal, Pramila [D-WA-7]	D · WA		May 10, 2022
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		May 10, 2022
Rep. Jones, Mondaire [D-NY-17]	D · NY		May 10, 2022
Rep. Larson, John B. [D-CT-1]	D · CT		May 10, 2022
Rep. Lee, Barbara [D-CA-13]	D · CA		May 10, 2022
Rep. McGovern, James P. [D-MA-2]	D · MA		May 10, 2022
Rep. Meng, Grace [D-NY-6]	D · NY		May 10, 2022
Rep. Mfume, Kweisi [D-MD-7]	D · MD		May 10, 2022
Rep. Nadler, Jerrold [D-NY-10]	D · NY		May 10, 2022
Rep. Newman, Marie [D-IL-3]	D · IL		May 10, 2022
Rep. Norcross, Donald [D-NJ-1]	D · NJ		May 10, 2022
Rep. Omar, Ilhan [D-MN-5]	D · MN		May 10, 2022
Rep. Pocan, Mark [D-WI-2]	D · WI		May 10, 2022
Rep. Porter, Katie [D-CA-45]	D · CA		May 10, 2022
Rep. Raskin, Jamie [D-MD-8]	D · MD		May 10, 2022
Rep. Rush, Bobby L. [D-IL-1]	D · IL		May 10, 2022
Rep. Scanlon, Mary Gay [D-PA-5]	D · PA		May 10, 2022
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		May 10, 2022
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		May 10, 2022
Rep. Sherrill, Mikie [D-NJ-11]	D · NJ		May 10, 2022
Rep. Stevens, Haley M. [D-MI-11]	D · MI		May 10, 2022
Rep. Takano, Mark [D-CA-41]	D · CA		May 10, 2022
Rep. Tlaib, Rashida [D-MI-13]	D · MI		May 10, 2022
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		May 10, 2022
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		May 10, 2022

Cosponsor	Party / State	Role	Date Joined
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		May 10, 2022
Rep. McCollum, Betty [D-MN-4]	D · MN		May 11, 2022
Rep. Espaillat, Adriano [D-NY-13]	D · NY		May 17, 2022
Rep. Hayes, Jahana [D-CT-5]	D · CT		May 17, 2022

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Reported By	Oct 7, 2022

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
117 S 4174	Identical bill	May 10, 2022: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Summary (as of Oct 7, 2022)

Wage Theft Prevention and Wage Recovery Act of 2022

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 support efforts to prevent and reduce violations of wage and hour laws.

Actions Timeline

- **Oct 7, 2022:** Reported (Amended) by the Committee on Education and Labor. H. Rept. 117-540.
- **Oct 7, 2022:** Placed on the Union Calendar, Calendar No. 388.
- **May 18, 2022:** Committee Consideration and Mark-up Session Held.
- **May 18, 2022:** Ordered to be Reported (Amended) by the Yeas and Nays: 27 - 19.
- **May 10, 2022:** Introduced in House
- **May 10, 2022:** Referred to the House Committee on Education and Labor.