

HR 3255

Freight Rail Workforce Health and Safety Act

Congress: 118 (2023–2025, Ended)

Chamber: House

Policy Area: Transportation and Public Works

Introduced: May 11, 2023

Current Status: Referred to the Subcommittee on Railroads, Pipelines, and Hazardous Materials.

Latest Action: Referred to the Subcommittee on Railroads, Pipelines, and Hazardous Materials. (May 12, 2023)

Official Text: <https://www.congress.gov/bill/118th-congress/house-bill/3255>

Sponsor

Name: Rep. Payne, Donald M., Jr. [D-NJ-10]

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

Cosponsors (53 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		May 11, 2023
Rep. Barragan, Nanette Diaz [D-CA-44]	D · CA		May 11, 2023
Rep. Bowman, Jamaal [D-NY-16]	D · NY		May 11, 2023
Rep. Budzinski, Nikki [D-IL-13]	D · IL		May 11, 2023
Rep. Carson, Andre [D-IN-7]	D · IN		May 11, 2023
Rep. Carter, Troy [D-LA-2]	D · LA		May 11, 2023
Rep. Cohen, Steve [D-TN-9]	D · TN		May 11, 2023
Rep. DeSaulnier, Mark [D-CA-10]	D · CA		May 11, 2023
Rep. Dingell, Debbie [D-MI-6]	D · MI		May 11, 2023
Rep. Escobar, Veronica [D-TX-16]	D · TX		May 11, 2023
Rep. Evans, Dwight [D-PA-3]	D · PA		May 11, 2023
Rep. Foushee, Valerie P. [D-NC-4]	D · NC		May 11, 2023
Rep. Garcia, Jesus G. "Chuy" [D-IL-4]	D · IL		May 11, 2023
Rep. Grijalva, Raúl M. [D-AZ-7]	D · AZ		May 11, 2023
Rep. Hoyle, Val T. [D-OR-4]	D · OR		May 11, 2023
Rep. Huffman, Jared [D-CA-2]	D · CA		May 11, 2023
Rep. Jayapal, Pramila [D-WA-7]	D · WA		May 11, 2023
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		May 11, 2023
Rep. Kim, Andy [D-NJ-3]	D · NJ		May 11, 2023
Rep. Larsen, Rick [D-WA-2]	D · WA		May 11, 2023
Rep. Lee, Barbara [D-CA-12]	D · CA		May 11, 2023
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		May 11, 2023
Rep. Magaziner, Seth [D-RI-2]	D · RI		May 11, 2023
Rep. McCollum, Betty [D-MN-4]	D · MN		May 11, 2023
Rep. Menendez, Robert [D-NJ-8]	D · NJ		May 11, 2023
Rep. Moore, Gwen [D-WI-4]	D · WI		May 11, 2023
Rep. Moulton, Seth [D-MA-6]	D · MA		May 11, 2023
Rep. Napolitano, Grace F. [D-CA-31]	D · CA		May 11, 2023
Rep. Neguse, Joe [D-CO-2]	D · CO		May 11, 2023
Rep. Ocasio-Cortez, Alexandria [D-NY-14]	D · NY		May 11, 2023
Rep. Omar, Ilhan [D-MN-5]	D · MN		May 11, 2023
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		May 11, 2023
Rep. Stansbury, Melanie Ann [D-NM-1]	D · NM		May 11, 2023
Rep. Strickland, Marilyn [D-WA-10]	D · WA		May 11, 2023
Rep. Titus, Dina [D-NV-1]	D · NV		May 11, 2023
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		May 11, 2023
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		May 11, 2023
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		May 18, 2023
Rep. Garamendi, John [D-CA-8]	D · CA		May 18, 2023
Rep. Norcross, Donald [D-NJ-1]	D · NJ		May 18, 2023
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		May 18, 2023

Cosponsor	Party / State	Role	Date Joined
Rep. Chu, Judy [D-CA-28]	D · CA		May 24, 2023
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		May 24, 2023
Rep. DelBene, Suzan K. [D-WA-1]	D · WA		May 24, 2023
Rep. Deluzio, Christopher R. [D-PA-17]	D · PA		May 24, 2023
Rep. Lee, Summer L. [D-PA-12]	D · PA		May 24, 2023
Rep. Schiff, Adam B. [D-CA-30]	D · CA		May 24, 2023
Rep. Kildee, Daniel T. [D-MI-8]	D · MI		Jun 16, 2023
Rep. Mullin, Kevin [D-CA-15]	D · CA		Jun 16, 2023
Rep. Raskin, Jamie [D-MD-8]	D · MD		Jun 22, 2023
Rep. Peltola, Mary Sattler [D-AK-At Large]	D · AK		Jul 19, 2023
Rep. Porter, Katie [D-CA-47]	D · CA		Aug 1, 2023
Rep. Levin, Mike [D-CA-49]	D · CA		Aug 15, 2023

Committee Activity

Committee	Chamber	Activity	Date
Transportation and Infrastructure Committee	House	Referred to	May 12, 2023

Subjects & Policy Tags

Policy Area:

Transportation and Public Works

Related Bills

No related bills are listed.

Freight Rail Workforce Health and Safety Act

This bill requires Class I railroad carriers to provide employees with at least seven days of paid sick leave per calendar year.

Other forms of accrued leave or unpaid leave (e.g., personal days and vacation) do not count as days of paid sick leave. An employee's unused paid sick leave must carry over annually on January 1.

An employee must be permitted to use paid sick leave for reasons including

- a physical or mental illness, injury, or medical condition;
- obtaining diagnosis, care, or preventive care;
- caring for the child, parent, spouse, or domestic partner of an employee, or other related individual; or
- an absence resulting from domestic violence, sexual assault, or stalking.

An employee must request leave seven days in advance for foreseeable leave and as soon as practicable for unforeseeable requests. Use of leave cannot be contingent on the requesting employee finding a replacement to cover any work time to be missed.

Further, a railroad carrier may not retaliate against an employee (e.g., dismiss, suspend, discipline, or deny promotion) for requesting the use of or having used paid sick leave.

The bill includes an enforcement provision prohibiting the Department of Transportation from approving a mandatory plan under the Risk Reduction Program for any railroad carrier that has not complied with the bill's paid sick leave requirements.

Actions Timeline

- **May 12, 2023:** Referred to the Subcommittee on Railroads, Pipelines, and Hazardous Materials.
- **May 11, 2023:** Introduced in House
- **May 11, 2023:** Referred to the House Committee on Transportation and Infrastructure.