

HR 3271

Empowering Employer Child and Elder Care Solutions Act

Congress: 118 (2023–2025, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: May 11, 2023

Current Status: Referred to the House Committee on Education and the Workforce.

Latest Action: Referred to the House Committee on Education and the Workforce. (May 11, 2023)

Official Text: <https://www.congress.gov/bill/118th-congress/house-bill/3271>

Sponsor

Name: Rep. Stefanik, Elise M. [R-NY-21]

Party: Republican • State: NY • Chamber: House

Cosponsors (4 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Harder, Josh [D-CA-9]	D · CA		May 11, 2023
Rep. Hinson, Ashley [R-IA-2]	R · IA		May 11, 2023
Rep. Ciscomani, Juan [R-AZ-6]	R · AZ		Jan 12, 2024
Rep. Thompson, Glenn [R-PA-15]	R · PA		Jan 12, 2024

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	May 11, 2023

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

No related bills are listed.

Summary (as of May 11, 2023)

Empowering Employer Child and Elder Care Solutions Act

This bill excludes the value of employer-funded child or dependent care from being used in calculating an eligible employee's overtime pay.

Under current law, overtime hours must be paid at one and a half times an employee's regular rate of pay. This rate is an average hourly rate that must include certain types of pay, such as commissions. The bill specifies that an employer can provide or pay for child or dependent care services without their value being included in this calculation.

Actions Timeline

- **May 11, 2023:** Introduced in House
- **May 11, 2023:** Referred to the House Committee on Education and the Workforce.