

HR 1319

Modern Worker Empowerment Act

Congress: 119 (2025–2027, Current)

Chamber: House

Policy Area: Labor and Employment

Introduced: Feb 13, 2025

Current Status: Placed on the Union Calendar, Calendar No. 431.

Latest Action: Placed on the Union Calendar, Calendar No. 431. (Feb 20, 2026)

Official Text: <https://www.congress.gov/bill/119th-congress/house-bill/1319>

Sponsor

Name: Rep. Kiley, Kevin [R-CA-3]

Party: Republican • **State:** CA • **Chamber:** House

Cosponsors (23 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Messmer, Mark [R-IN-8]	R · IN		Feb 13, 2025
Rep. Moolenaar, John R. [R-MI-2]	R · MI		Feb 13, 2025
Rep. Ogles, Andrew [R-TN-5]	R · TN		Feb 13, 2025
Rep. Rutherford, John H. [R-FL-5]	R · FL		Feb 13, 2025
Rep. Kean, Thomas H. [R-NJ-7]	R · NJ		Mar 25, 2025
Rep. Grothman, Glenn [R-WI-6]	R · WI		Mar 31, 2025
Rep. Stefanik, Elise M. [R-NY-21]	R · NY		Apr 7, 2025
Rep. Burlison, Eric [R-MO-7]	R · MO		Apr 24, 2025
Rep. Allen, Rick W. [R-GA-12]	R · GA		Jun 3, 2025
Rep. Owens, Burgess [R-UT-4]	R · UT		Jun 4, 2025
Rep. Onder, Robert F. [R-MO-3]	R · MO		Jun 11, 2025
Rep. Baumgartner, Michael [R-WA-5]	R · WA		Jun 12, 2025
Rep. Burchett, Tim [R-TN-2]	R · TN		Jun 26, 2025
Rep. Letlow, Julia [R-LA-5]	R · LA		Jul 21, 2025
Rep. Miller, Mary E. [R-IL-15]	R · IL		Jul 21, 2025
Rep. Carter, Earl L. "Buddy" [R-GA-1]	R · GA		Oct 8, 2025
Rep. Arrington, Jodey C. [R-TX-19]	R · TX		Oct 24, 2025
Rep. Steube, W. Gregory [R-FL-17]	R · FL		Oct 24, 2025
Rep. Gill, Brandon [R-TX-26]	R · TX		Nov 7, 2025
Rep. Murphy, Gregory F. [R-NC-3]	R · NC		Nov 17, 2025
Rep. Donalds, Byron [R-FL-19]	R · FL		Dec 18, 2025
Rep. Babin, Brian [R-TX-36]	R · TX		Dec 23, 2025
Rep. Foxx, Virginia [R-NC-5]	R · NC		Feb 2, 2026

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Markup By	Jul 23, 2025
Education and Workforce Committee	House	Reported By	Feb 20, 2026

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
119 HR 4154	Related bill	Jun 26, 2025: Referred to the Committee on Education and Workforce, and in addition to the Committee on the Judiciary, 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.

Summary (as of Feb 13, 2025)

This bill specifies a legal standard for determining whether an individual is considered an *independent contractor* rather than an *employee* for the purposes of federal labor laws that address issues such as the federal minimum wage, overtime compensation, and collective bargaining. The rights and protections provided by these laws exclusively apply to employees.

Under the bill, an individual is considered an independent contractor if (1) another individual or entity does not exercise significant control over the details of how the individual's work is performed, without regard to any control the other individual or entity may exercise over the final result of the work performed; and (2) while performing such work, the individual has opportunities and risks inherent with entrepreneurship (for example, the discretion to exercise professional judgment).

The bill also sets forth factors that may not be used to determine whether an individual is an employee. Specifically, factors such as whether another individual or entity requires the individual to meet certain legal, health and safety, insurance, or performance requirements may not be used to make such a determination.

- Feb 13, 2025: Introduced in House
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