

HR 2262

Flexibility for Workers Education Act

Congress: 119 (2025–2027, Current)

Chamber: House

Policy Area: Labor and Employment

Introduced: Mar 21, 2025

Current Status: Motion to reconsider laid on the table Agreed to without objection.

Latest Action: Motion to reconsider laid on the table Agreed to without objection. (Jan 13, 2026)

Official Text: <https://www.congress.gov/bill/119th-congress/house-bill/2262>

Sponsor

Name: Rep. Hinson, Ashley [R-IA-2]

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

Cosponsors (2 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Letlow, Julia [R-LA-5]	R · LA		Mar 21, 2025
Rep. Messmer, Mark [R-IN-8]	R · IN		Mar 21, 2025

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Markup By	Apr 9, 2025
Education and Workforce Committee	House	Reported By	Dec 30, 2025
Education and Workforce Committee	House	Unknown	Jan 13, 2026

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
119 HRES 988	Related bill	Jan 13, 2026: Motion to reconsider laid on the table Agreed to without objection.

Summary (as of Dec 30, 2025)

Flexibility for Workers Education Act

This bill modifies the definition of *hours worked* under the Fair Labor Standards Act to exclude certain voluntary training that occurs outside an employee's regular working hours. Such training does not count as hours worked even if it is offered by the employer, provided that an employee's working conditions are not adversely affected by choosing not to participate and the employee does not perform any work for the employer during the training.

Actions Timeline

- **Jan 13, 2026:** Considered under the provisions of rule H. Res. 988. (consideration: CR H677-681; text of amendment in the nature of a substitute: CR H677-678)
- **Jan 13, 2026:** Rule provides for consideration of H.R. 2988, H.R. 2262, H.R. 2270, H.R. 2312 and H.R. 4366. The resolution provides for consideration of H.R. 2988 under a structured rule, and H.R. 2262, H.R. 2270, H.R. 2312, and H.R. 4366 under a closed rule. The rule provides for one hour of general debate and one motion to recommit on each bill.
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- **Jan 13, 2026:** Failed of passage/not agreed to in House On passage Failed by the Yeas and Nays: 209 - 215 (Roll no. 19).
- **Jan 13, 2026:** On passage Failed by the Yeas and Nays: 209 - 215 (Roll no. 19).
- **Jan 13, 2026:** Motion to reconsider laid on the table Agreed to without objection.
- **Jan 13, 2026:** Considered under the provisions of rule H. Res. 988. (consideration: CR H677-681; text of amendment in the nature of a substitute: CR H677-678)
- **Jan 13, 2026:** Rule provides for consideration of H.R. 2988, H.R. 2262, H.R. 2270, H.R. 2312 and H.R. 4366. The resolution provides for consideration of H.R. 2988 under a structured rule, and H.R. 2262, H.R. 2270, H.R. 2312, and H.R. 4366 under a closed rule. The rule provides for one hour of general debate and one motion to recommit on each bill.
- **Jan 13, 2026:** DEBATE - The House proceeded with one hour of debate on H.R. 2262.
- **Jan 13, 2026:** The previous question was ordered pursuant to the rule.
- **Jan 13, 2026:** Mr. Norcross moved to recommit to the Committee on Education and Workforce. (text: CR H680-681)
- **Jan 13, 2026:** The previous question on the motion to recommit was ordered pursuant to clause 2(b) of rule XIX.
- **Jan 13, 2026:** POSTPONED PROCEEDINGS - At the conclusion of debate on H.R. 2262, the Chair put the question on motion to recommit and by voice vote, announced the noes had prevailed. Mr. Norcross demanded the yeas and nays and the Chair postponed further proceedings until a time to be announced.
- **Jan 13, 2026:** Considered as unfinished business. (consideration: CR H692-693)
- **Jan 13, 2026:** On motion to recommit Failed by the Yeas and Nays: 209 - 213 (Roll no. 18).
- **Jan 13, 2026:** Failed of passage/not agreed to in House On passage Failed by the Yeas and Nays: 209 - 215 (Roll no. 19).
- **Jan 13, 2026:** On passage Failed by the Yeas and Nays: 209 - 215 (Roll no. 19).
- **Jan 13, 2026:** Motion to reconsider laid on the table Agreed to without objection.
- **Jan 13, 2026:** Considered under the provisions of rule H. Res. 988. (consideration: CR H677-681; text of amendment in the nature of a substitute: CR H677-678)
- **Jan 13, 2026:** Rule provides for consideration of H.R. 2988, H.R. 2262, H.R. 2270, H.R. 2312 and H.R. 4366. The resolution provides for consideration of H.R. 2988 under a structured rule, and H.R. 2262, H.R. 2270, H.R. 2312, and H.R. 4366 under a closed rule. The rule provides for one hour of general debate and one motion to recommit on each bill.
- **Jan 13, 2026:** DEBATE - The House proceeded with one hour of debate on H.R. 2262.
- **Jan 13, 2026:** The previous question was ordered pursuant to the rule.
- **Jan 13, 2026:** Mr. Norcross moved to recommit to the Committee on Education and Workforce. (text: CR H680-681)
- **Jan 13, 2026:** The previous question on the motion to recommit was ordered pursuant to clause 2(b) of rule XIX.
- **Jan 13, 2026:** POSTPONED PROCEEDINGS - At the conclusion of debate on H.R. 2262, the Chair put the question on motion to recommit and by voice vote, announced the noes had prevailed. Mr. Norcross demanded the yeas and nays and the Chair postponed further proceedings until a time to be announced.

2988, H.R. 2262, H.R. 2270, H.R. 2312 and H.R. 4366. The resolution provides for consideration of H.R. 2988 under a structured rule, and H.R. 2262, H.R. 2270, H.R. 2312, and H.R. 4366 under a closed rule. The rule provides for one hour of general debate and one motion to recommit on each bill.

- **Jan 12, 2026:** Rules Committee Resolution H. Res. 988 Reported to House. Rule provides for consideration of H.R. 2988, H.R. 2262, H.R. 2270, H.R. 2312 and H.R. 4366. The resolution provides for consideration of H.R. 2988 under a structured rule, and H.R. 2262, H.R. 2270, H.R. 2312, and H.R. 4366 under a closed rule. The rule provides for one hour of general debate and one motion to recommit on each bill.
- **Jan 12, 2026:** Rules Committee Resolution H. Res. 988 Reported to House. Rule provides for consideration of H.R. 2988, H.R. 2262, H.R. 2270, H.R. 2312 and H.R. 4366. The resolution provides for consideration of H.R. 2988 under a structured rule, and H.R. 2262, H.R. 2270, H.R. 2312, and H.R. 4366 under a closed rule. The rule provides for one hour of general debate and one motion to recommit on each bill.
- **Jan 12, 2026:** Rules Committee Resolution H. Res. 988 Reported to House. Rule provides for consideration of H.R. 2988, H.R. 2262, H.R. 2270, H.R. 2312 and H.R. 4366. The resolution provides for consideration of H.R. 2988 under a structured rule, and H.R. 2262, H.R. 2270, H.R. 2312, and H.R. 4366 under a closed rule. The rule provides for one hour of general debate and one motion to recommit on each bill.
- **Dec 30, 2025:** Reported (Amended) by the Committee on Education and Workforce. H. Rept. 119-423.
- **Dec 30, 2025:** Reported (Amended) by the Committee on Education and Workforce. H. Rept. 119-423.
- **Dec 30, 2025:** Placed on the Union Calendar, Calendar No. 369.
- **Dec 30, 2025:** Reported (Amended) by the Committee on Education and Workforce. H. Rept. 119-423.
- **Dec 30, 2025:** Reported (Amended) by the Committee on Education and Workforce. H. Rept. 119-423.
- **Dec 30, 2025:** Placed on the Union Calendar, Calendar No. 369.
- **Dec 30, 2025:** Reported (Amended) by the Committee on Education and Workforce. H. Rept. 119-423.
- **Dec 30, 2025:** Reported (Amended) by the Committee on Education and Workforce. H. Rept. 119-423.
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