

HR 2312

Tipped Employee Protection Act

Congress: 119 (2025–2027, Current)

Chamber: House

Policy Area: Labor and Employment

Introduced: Mar 24, 2025

Current Status: POSTPONED PROCEEDINGS - Pursuant to clause 1(c) of rule XIX, the Chair announced that further procee

Latest Action: POSTPONED PROCEEDINGS - Pursuant to clause 1(c) of rule XIX, the Chair announced that further proceedings on H.R. 2312 is postponed. (Jan 13, 2026)

Official Text: <https://www.congress.gov/bill/119th-congress/house-bill/2312>

Sponsor

Name: Rep. Womack, Steve [R-AR-3]

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

Cosponsors (6 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Baumgartner, Michael [R-WA-5]	R · WA		Apr 9, 2025
Rep. Sessions, Pete [R-TX-17]	R · TX		Oct 17, 2025
Rep. Westerman, Bruce [R-AR-4]	R · AR		Oct 21, 2025
Rep. Grothman, Glenn [R-WI-6]	R · WI		Nov 7, 2025
Rep. Letlow, Julia [R-LA-5]	R · LA		Nov 17, 2025
Rep. Messmer, Mark B. [R-IN-8]	R · IN		Nov 17, 2025

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Mar 24, 2025
Education and Workforce Committee	House	Markup By	Nov 20, 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.

Tipped Employee Protection Act

This bill modifies the definition of a *tipped employee* under the Fair Labor Standards Act of 1938 (FLSA) to exclude consideration of an employee's duties when determining if the employee is a tipped employee.

Under current law, tipped employees may be paid less than the federal minimum wage (currently \$7.25 an hour), but the total of their cash wage and tips must be at least equal to the federal minimum wage. Under the FLSA, a tipped employee is currently a worker who customarily and regularly receives more than \$30 a month in tips.

The bill broadens the definition of tipped employee to include any worker who receives tips and other cash wages for a work period at a rate that is at least the federal minimum wage, without regard to the duties of the employee. Under the bill, the work period is a work period that is determined by the employer.

Actions Timeline

- **Jan 13, 2026:** Considered under the provisions of rule H. Res. 988. (consideration: CR H685-691; text of amendment in the nature of a substitute: CR H685)
- **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. 2312.
- **Jan 13, 2026:** The previous question was ordered pursuant to the rule.
- **Jan 13, 2026:** Ms. Budzinski moved to recommit to the Committee on Education and Workforce. (text: CR H690-691)
- **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. 2312, the Chair put the question on motion to recommit and by voice vote, announced the noes had prevailed. Ms. Budzinski 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 H694)
- **Jan 13, 2026:** On motion to recommit Failed by the Yeas and Nays: 209 - 215 (Roll no. 21).
- **Jan 13, 2026:** POSTPONED PROCEEDINGS - Pursuant to clause 1(c) of rule XIX, the Chair announced that further proceedings on H.R. 2312 is postponed.
- **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. 119-420.
- **Dec 30, 2025:** Placed on the Union Calendar, Calendar No. 366.
- **Nov 20, 2025:** Committee Consideration and Mark-up Session Held
- **Nov 20, 2025:** Ordered to be Reported (Amended) by the Yeas and Nays: 19 - 15.
- **Mar 24, 2025:** Introduced in House
- **Mar 24, 2025:** Referred to the House Committee on Education and Workforce.

LegiList

CONGRESS, MADE CLEAR.

Search Every Federal Bill, Law, and Vote

LegiList is the fastest way to research Congress. Track any bill from introduction to enactment, see how every legislator voted, follow committee activity, and read the full text of every bill — all in one place, always up to date.

legilist.com

Free Course: Learn How Congress Actually Works

LegiList Learn is a free, self-paced course that walks through the entire legislative process — from drafting a bill to a presidential signature. Seven modules, plain language, no politics. Earn a certificate when you finish.

legilist.com/learn

Developer API: Build Apps on Legislative Data

The LegiList API gives developers direct access to bills, votes, legislators, committees, and more. Start free with 1,000 requests per day — no credit card required. Upgrade to Pro when you need to scale.

legilist.com/api

Public data belongs to the public. — legilist.com