

HR 8868

To amend the Fair Labor Standards Act of 1938 to establish a minimum salary threshold for bona fide executive, administrative, and professional employees exempt from Federal overtime compensation requirements, and automatically update such threshold each year, and for other purposes.

Congress: 119 (2025–2027, Current)

Chamber: House

Introduced: May 15, 2026

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

Latest Action: Referred to the House Committee on Education and Workforce. (May 15, 2026)

Official Text: <https://www.congress.gov/bill/119th-congress/house-bill/8868>

Sponsor

Name: Rep. Takano, Mark [D-CA-39]

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

Cosponsors (22 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		May 15, 2026
Rep. Adams, Alma S. [D-NC-12]	D · NC		May 15, 2026
Rep. Casar, Greg [D-TX-35]	D · TX		May 15, 2026
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		May 15, 2026
Rep. Deluzio, Christopher R. [D-PA-17]	D · PA		May 15, 2026
Rep. Dingell, Debbie [D-MI-6]	D · MI		May 15, 2026
Rep. Evans, Dwight [D-PA-3]	D · PA		May 15, 2026
Rep. Frost, Maxwell [D-FL-10]	D · FL		May 15, 2026
Rep. García, Jesús G. "Chuy" [D-IL-4]	D · IL		May 15, 2026
Rep. Hayes, Jahana [D-CT-5]	D · CT		May 15, 2026
Rep. Horsford, Steven [D-NV-4]	D · NV		May 15, 2026
Rep. Jayapal, Pramila [D-WA-7]	D · WA		May 15, 2026
Rep. Lee, Summer L. [D-PA-12]	D · PA		May 15, 2026
Rep. Mannion, John W. [D-NY-22]	D · NY		May 15, 2026
Rep. McBride, Sarah [D-DE-At Large]	D · DE		May 15, 2026
Rep. Omar, Ilhan [D-MN-5]	D · MN		May 15, 2026
Rep. Ramirez, Delia C. [D-IL-3]	D · IL		May 15, 2026
Rep. Scanlon, Mary Gay [D-PA-5]	D · PA		May 15, 2026
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		May 15, 2026
Rep. Simon, Lateefah [D-CA-12]	D · CA		May 15, 2026
Rep. Thanedar, Shri [D-MI-13]	D · MI		May 15, 2026
Rep. Tlaib, Rashida [D-MI-12]	D · MI		May 15, 2026

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	May 15, 2026

Subjects & Policy Tags

No subjects or policy tags are listed for this bill.

Related Bills

No related bills are listed.

Summary

No summary is currently available for this bill.

Actions Timeline

- **May 15, 2026:** Introduced in House
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