

**SIGNIFICANT & PENDING
LABOR AND EMPLOYMENT LEGISLATION**

ISSUE	BILL NUMBER	SUMMARY	SPONSOR	LATEST CONGRESSIONAL ACTION	COSPONSORS
Pay	H.R. 2831	This legislation would overturn the Supreme Court case, <i>Ledbetter V Goodyear</i> , protecting employers from lawsuits over race or gender pay discrimination if the claim is not filed within 180 days of the alleged unlawful employment practice.	George Miller (D-CA)	7/31/2007 – Passed the House of Representatives, 225-199. 4/23/2008 – Failed a Senate Cloture Vote, 56-42.	Search Results - THOMAS (Library of Congress)
	S. 2945	This legislation would require that time limits for filing pay discrimination claims begin when an employee knew or should have known of the alleged discrimination.	George Voinovich (R-OH)	4/30/2008 – Referred to the Senate Committee on Health, Education, Labor and Pensions.	
	S. 766	This legislation amends the Equal Pay Act to revise remedies for and enforcement of prohibitions against sex discrimination.	Hillary Clinton (D-NY)	3/6/2007 - Referred to the Senate Committee on Health, Education, Labor, and Pensions.	
	H.R. 1338	House companion bill to S. 766	Rosa Delauro (D-CT)	8/1/2008 – Passed the House, 247-178.	

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Paid Sick Leave	S. 910	The bill requires employers with 15 or more employees to provide paid sick leave.	Edward Kennedy (D-MA)	3/15/2007 – Referred to the Senate Committee on Health, Education, Labor and Pensions.	Search Results - THOMAS (Library of Congress)
	H.R. 1542	House companion bill to S. 910.	Rosa DeLauro (D-CT)	7/31/07 – Referred to House Committee on Labor and Education.	Search Results - THOMAS (Library of Congress)
	S. 1681	The bill provides eight weeks of paid leave under the FMLA.	Chris Dodd (D-CT)	6/21/07 – Referred to the Senate Committee on Finance.	Search Results - THOMAS (Library of Congress)
Family Medical Leave Act	H.R. 2792	The bill would amend the FMLA to permit leave care for a same-sex spouse, domestic partner, parent-in-law, adult child, sibling or grandparent who has a serious health condition	Carolyn Maloney (D-NY)	6/20/2007 – Referred to the House Education and Labor Subcommittee on Workforce Protections.	Search Results - THOMAS (Library of Congress)
	H.R. 2744	Under the bill, flight attendants and pilots would be eligible to take FMLA leave if they have been paid for or worked a minimum of 504 hours a year or at least 60% of the employers full-time schedule.	Tim Bishop (D-NY)	5/20/2008 – Passed the House under Suspension of the Rules, 402-9.	http://thomas.loc.gov/cgi-bin/bdquery/z?d110:HR02744:@@P
	S. 2059	Senate companion bill to H.R. 2744.	Hillary Clinton (D-NY)	9/18/07 – Referred top the Senate Committee on Health, Education, Labor and Pensions.	Search Results - THOMAS (Library of Congress)

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Military Leave	S. 969	Modifies the NLRA's definition of supervisor, eliminates ambiguities and confusion by deleting certain requirements.	Chris Dodd (D-CT)	3/22/2007 - Referred to the Senate Committee on Health, Education, Labor and Pensions.	Search Results - THOMAS (Library of Congress)
	H.R. 1644	House companion bill to S. 969.	Rob Andrews (D-NJ)	9/19/2007 – Reported out of the House Education and Labor Committee.	Search Results - THOMAS (Library of Congress)
	S. 3432	The bill requires courts to grant injunctive relief, when appropriate, to Uniformed Services Employment and Reemployment Rights Act claimants.	Robert Casey (D-PA)	8/1/2008 - Referred to the Senate Committee on Veterans' Affairs.	Search Results - THOMAS (Library of Congress)
NLRA	H.R. 6225	House companion bill to S. 3432	Stephanie Herseth-Sandlin (D-SD)	7/31/2008 – Passed the House of Representatives by voice vote.	Search Results - THOMAS (Library of Congress)
	H.R. 800	Amends the National Labor Relations Act to provide for worker organization through majority sign-up, establishes a mandatory mediation and arbitration process for first contracts, and strengthens penalties for employer violations during first contract negotiations and organizing campaigns.	George Miller (D-CA)	3/1/2007 – Passed the House, 241-185. 6/26/2007 – Failed a Cloture Vote in the Senate, 51-48.	Search Results - THOMAS (Library of Congress)

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WARN Act	S. 1041	Senate companion bill to H.R. 800.	Edward Kennedy (D-MA)	3/27/2007 – Referred to the Senate Committee on Health, Education, Labor and Pensions.	Search Results - THOMAS (Library of Congress)
	S. 1792	Amends the Worker Adjustment and Retraining Notification Act to provide earlier notification for workers affected by layoffs and plant closings.	Sherrod Brown (D-OH)	7/16/2007 – Referred to the Senate Committee on Health, Education, Labor and Pensions. 5/20/2008 – Hearing held in the Health, Education Labor and Pension Committee.	
	H.R. 3662	House companion bill to S. 1792, the WARN Act.	John McHugh (R-NY)	10/17/2007 – Referred to the House Committee on Education and Labor Subcommittee on Workforce Protections.	Search Results - THOMAS (Library of Congress)
	H.R. 3796	Provides similar protections and notifications for affected workers as S. 1792 and H.R. 3662. The bill also expands Trade Adjustment Assistance benefits to service and manufacturing workers. It increases funding for job training, health-care credits, and extends COBRA health-care coverage for laid-off workers.	George Miller (D-CA)	10/25/2007 – Reported out of the House Committee on Education and Labor.	Search Results - THOMAS (Library of Congress)

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Independent Contractors	S. 2044	The bill enables workers to petition the Treasury Secretary for clarification of their status. It prohibits employer retaliation against any workers filing these petitions and it requires notification of the petition process be posted in the workplace.	Barack Obama (D-IL)	9/12/2007 – Referred to the Senate Committee on Finance.	Search Results - THOMAS (Library of Congress)
	H.R. 5804	The bill limits the basis upon which an employer could reasonably rely in classifying an employee as an independent contractor. The bill would also increase the penalty paid for such misclassification.	Jim McDermott (D-WA)	4/15/2008 – Referred to the House Committee on Ways and Means.	Search Results - THOMAS (Library of Congress)
Genetic Non-Discrimination	H.R. 493	Prohibits employers and labor unions from firing, refusing to hire, or discriminating on the basis of genetic information.	Louise Slaughter (D-NY)	4/24/2008 – Passed the Senate 95-0. 5/21/2008 – President signed into law, PL 110-223.	Search Results - THOMAS (Library of Congress)
Employment Non-Discrimination	H.R. 3685	Prohibit employers, employment agencies and labor unions from discriminating against workers based on their sexual orientation.	Barney Frank (D-MA)	11/7/2007 – Passed the House, 235-184.	Search Results - THOMAS (Library of Congress)

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Americans with Disabilities Act	H.R. 3195	This legislation restores the original intent of the ADA by clarifying that anyone with an impairment is entitled to seek a reasonable accommodation in the workplace.	Steny Hoyer (D-MD)	6/25/2008 – Passed the House, 402-17.	Search Results - THOMAS (Library of Congress)
	S. 1881	Senate companion bill to H.R. 3195.	Tom Harkin (D-IA)	11/15/07 – Referred to the Senate Committee on Health, Education, Labor and Pensions.	Search Results - THOMAS (Library of Congress)
Mandatory Pilot Retirement	H.R. 4343	Raises mandatory pilot retirement age to 65 years old.	Jim Oberstar (D-MN)	12/13/2007 – President signed into law, PL: 110-135.	
Airline Seniority Integration	H.R. 2764	The FY 2008 Omnibus Appropriations bill included a section requiring arbitration of all disputes over seniority of employees in airline mergers and acquisitions.	Nita Lowey (D-NY)	12/26/2008 – President signed into law, PL: 110-161.	