

Representative Alma Adams's Statement on H.R. 1319, The Modern Worker Empowerment Act

This bill is yet another example of House Republicans taking benefits away from working people to benefit wealthy corporate executives.

Both the Fair Labor Standards Act and the National Labor Relations Act have intentionally broad definitions of who classifies as an “employee.”

For decades, the Supreme Court has used multi-factor fact-based tests to holistically determine workers' employee status under the F-L-S-A and N-L-R-A.

The protections afforded by these laws, the right to overtime, minimum wage, child labor protections, and the right to form a union are essential for all working people.

Working people fought and died for these protections.

Now, this bill would narrow which workers could be considered as employees and will undoubtedly strip FLSA and NLRA protections from thousands of working people.

That means no overtime, no right to organize, no minimum wage protections, and no right to health care.

Rideshare companies are taking a larger and larger share of ride fares and studies are showing that gig workers often make less than minimum wage.

A study from Human Rights Watch found that the median wage for rideshare drivers in Texas is five dollars and twelve cents per hour.

This committee is supposed to stand up for workers! We're supposed to pass legislation that improves people's lives! Instead, we're discussing a bill that will enshrine a broken system in statute.

This is the time to expand the protections offered by employee status to more workers, not to take protections from people who are already struggling.

First House Republicans decided to take away Medicaid, then SNAP, and now they're trying to take away minimum wage, overtime, and health protections.

The only people who will be "empowered" by this bill are greedy executives who want to squeeze every last drop of profit out of their workers.