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(Original Signature of Member)

119TH CONGRESS
1ST SESSION

H. R. _____

To require coverage of incarcerated workers under the Fair Labor Standards Act of 1938, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. CLEAVER introduced the following bill; which was referred to the Committee on _____

A BILL

To require coverage of incarcerated workers under the Fair Labor Standards Act of 1938, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Fair Wages for Incar-
5 cerated Workers Act of 2025”.

6 **SEC. 2. COVERAGE OF INCARCERATED WORKERS UNDER**

7 **THE FAIR LABOR STANDARDS ACT OF 1938.**

8 Section 3 of the Fair Labor Standards Act of 1938
9 (29 U.S.C. 203) is amended—

1 (1) in subsection (e)—

2 (A) in paragraph (2)—

3 (i) in subparagraph (B), by striking “;
4 and” and inserting a semicolon;

5 (ii) in subparagraph (C)(ii)(V), by
6 striking the period at the end and inserting
7 “; and”; and

8 (iii) by adding at the end the fol-
9 lowing:

10 “(D) any individual employed as an incar-
11 cerated worker by a public agency that operates
12 the correctional facility in which such individual
13 is incarcerated or detained.”; and

14 (B) by adding at the end the following:

15 “(6) The term ‘employee’ includes (in addition
16 to an individual described in paragraph (2)(D)) any
17 individual employed as an incarcerated worker by a
18 private entity that operates, through a contract with
19 a public agency, the correctional facility in which
20 such individual is incarcerated or detained.”;

21 (2) in subsection (m)(1), by striking “any em-
22 ployee.” and inserting “any employee: *Provided fur-*
23 *ther*, That, in the case of an employee who is an in-
24 carcerated worker, the cost of board, lodging, or
25 other facilities and any amount taken from amounts

1 paid such incarcerated worker for payment of a
2 court-imposed fee shall not be included in the wage
3 paid to such employee.”; and

4 (3) by adding at the end the following:

5 “(z)(1) ‘Incarcerated worker’ means an individual, in-
6 carcerated or detained in a correctional facility operated
7 by a public agency or by a private entity through a con-
8 tract with a public agency, who performs work offered or
9 required by or through the correctional facility, including
10 work associated with prison work programs, work release
11 programs, the UNICOR program, State prison industries,
12 public works programs, restitution centers, correctional fa-
13 cility operations and maintenance, and private entities.

14 “(2) An incarcerated worker shall be considered em-
15 ployed by—

16 “(A) the public agency operating the correc-
17 tional facility in which the individual is incarcerated
18 or detained; or

19 “(B) in the case of a correctional facility oper-
20 ated by a private entity through a contract with a
21 public agency, such private entity.

22 “(aa) ‘Correctional facility’ has the meaning given
23 such term in section 901 of the Omnibus Crime Control
24 and Safe Streets Act of 1968 (34 U.S.C. 10251).

1 “(bb)(1) ‘Court-imposed fee’ means any fee imposed
2 by a court as a result of a criminal conviction, including
3 any surcharge imposed for a felony or misdemeanor con-
4 viction, a criminal justice administrative fee, a court-ap-
5 pointed attorney fee, a court clerk fee, a filing clerk fee,
6 a DNA database fee, a jury fee, a crime lab analysis fee,
7 a late fee, an installment fee, or any other court cost.

8 “(2) The term ‘court-imposed fee’ does not include
9 any amount required by a court to be paid for child sup-
10 port, to a crime victim compensation fund, for a civil judg-
11 ment, or for a criminal fine.”.