

104TH CONGRESS
1ST SESSION

H. R. 1589

To amend the Fair Labor Standards Act of 1938 to exempt from the minimum wage and overtime requirements individuals who volunteer their time in order to enhance their occupational opportunities.

IN THE HOUSE OF REPRESENTATIVES

MAY 9, 1995

Mr. KNOLLENBERG introduced the following bill; which was referred to the Committee on Economic and Educational Opportunities

A BILL

To amend the Fair Labor Standards Act of 1938 to exempt from the minimum wage and overtime requirements individuals who volunteer their time in order to enhance their occupational opportunities.

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 “Job Skill Development
5 Act of 1995”.

1 **SEC. 2. VOLUNTEERS.**

2 Section 3(e)(4) of the Fair Labor Standards Act of
3 1938 (29 U.S.C. 203(e)(4)) is amended by adding at the
4 end the following:

5 “(C) The term ‘employee’ does not include any indi-
6 vidual who volunteers to perform services for an employer
7 if—

8 “(i) for not more than 1,040 hours or 6
9 months, whichever occurs first, the individual re-
10 ceives no compensation or is paid expenses, reason-
11 able benefits, or a nominal fee to perform the serv-
12 ices for which the individual volunteered;

13 “(ii) the individual has voluntarily agreed to
14 perform such services with no promise of employ-
15 ment by the employer;

16 “(iii) no regular employee has been laid off or
17 terminated by such employer from the position to be
18 filled by such individual; and

19 “(iv) no regular employee experiences a reduc-
20 tion in hours, wages, or employment benefits as a
21 result of the services performed by such individual.”.

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