

115TH CONGRESS
1ST SESSION

H. R. 884

To clarify that volunteers at a children's consignment event are not employees
under the Fair Labor Standards Act of 1938.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 6, 2017

Mr. HILL introduced the following bill; which was referred to the Committee
on Education and the Workforce

A BILL

To clarify that volunteers at a children's consignment event
are not employees under the Fair Labor Standards Act
of 1938.

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 “Children’s Consign-
5 ment Event Recognition Act of 2017”.

6 **SEC. 2. PURPOSE.**

7 The purpose of this Act is to ensure that individuals
8 and families may pool their resources, time, efforts, and
9 energies, with or without the assistance of a facilitator,
10 to sell, purchase, and otherwise exchange children’s cloth-

1 ing, toys, bedding, furniture, and related accessories, and
 2 maternity clothing and accessories without fear that they
 3 will be deemed to be employees under the Fair Labor
 4 Standards Act of 1938 (29 U.S.C. 201 et seq.).

5 **SEC. 3. AMENDMENTS TO THE FAIR LABOR STANDARDS**

6 **ACT OF 1938.**

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

9 (1) in paragraph (1), by striking “and (4)” and
 10 inserting “, (4), (5), and (6)”; and

11 (2) by adding at the end the following:

12 “(6)(A) The term ‘employee’ does not include—

13 “(i) individuals who volunteer their serv-
 14 ices before, during, or after a children’s con-
 15 signment event with or without the assistance
 16 of a facilitator and—

17 “(I) provide not less than 15 items for
 18 sale at such children’s consignment event;
 19 and

20 “(II) receive a right to shop from the
 21 facilitator at such children’s consignment
 22 event before such event is open to the gen-
 23 eral public; or

24 “(ii) the spouse, children, spouses of chil-
 25 dren, grandchildren, parents, and parents of

1 spouses of the individuals described in clause
2 (i).

3 “(B) For purposes of this paragraph, the term
4 ‘children’s consignment event’ means a sale or other
5 event in which—

6 “(i) not less than 90 percent of the fair
7 market value, in the aggregate, of the items of-
8 fered for sale at such event are—

9 “(I) children’s or maternity items;
10 and

11 “(II) resale items offered for sale on
12 consignment by consignors; and

13 “(ii) such event is held in a single physical
14 location and is open to the public for the sale
15 of goods for 8 or fewer sale days within any 30-
16 day period.

17 “(C) For purposes of this paragraph, the term
18 ‘facilitator’ means a person that organizes or hosts
19 a children’s consignment event, or otherwise actively
20 provides an opportunity for individuals described in
21 subparagraph (A) to volunteer at a children’s con-
22 signment event.”.

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