

119TH CONGRESS  
1ST SESSION

# H. R. 3499

To amend the Fair Labor Standards Act of 1938 to exempt certain employees engaged in outdoor recreational outfitting or guiding services from minimum wage and maximum hours requirements.

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## IN THE HOUSE OF REPRESENTATIVES

MAY 19, 2025

Mr. OWENS (for himself and Mr. MOORE of Utah) introduced the following bill; which was referred to the Committee on Education and Workforce

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## A BILL

To amend the Fair Labor Standards Act of 1938 to exempt certain employees engaged in outdoor recreational outfitting or guiding services from minimum wage and maximum hours requirements.

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 “Outdoor Recreational  
5 Outfitting and Guiding Act”.

1 **SEC. 2. EXEMPTION WITH RESPECT TO CERTAIN EMPLOY-**  
2 **EES ENGAGED IN OUTDOOR RECREATIONAL**  
3 **OUTFITTING OR GUIDING SERVICES.**

4 Section 13(a) of the Fair Labor Standards Act (29  
5 U.S.C. 213(a)) is amended by inserting after paragraph  
6 (1) the following:

7 “(2) any employee primarily engaged in outdoor  
8 recreational outfitting (including equipment rentals)  
9 or guiding services, and employed by a business pro-  
10 viding such outfitting or services, that—

11 “(A) does not operate for more than seven  
12 months in any calendar year; or

13 “(B) had average receipts for any six  
14 months of the preceding calendar year that  
15 were not more than 33 $\frac{1}{3}$  per centum of its av-  
16 erage receipts for the other six months of such  
17 year; or”.

18 **SEC. 3. EFFECTIVE DATE.**

19 The amendment made by this Act shall apply with  
20 respect to wages and overtime compensation required to  
21 be paid for workweeks beginning on or after the date of  
22 enactment of this Act.

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