

119TH CONGRESS
2D SESSION

S. 4838

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.

IN THE SENATE OF THE UNITED STATES

JUNE 18, 2026

Mr. DAINES introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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. APPLICATION OF THE FAIR LABOR STANDARDS ACT**
2 **OF 1938 TO CERTAIN EMPLOYEES ENGAGED**
3 **IN OUTDOOR RECREATIONAL OUTFITTING**
4 **OR GUIDING SERVICES.**

5 Section 13(a) of the Fair Labor Standards Act of
6 1938 (29 U.S.C. 213(a)) is amended by inserting after
7 paragraph (1) the following:

8 “(2) any employee primarily engaged in pro-
9 viding outdoor recreational outfitting, including
10 equipment rentals, or guiding services who is em-
11 ployed by an employer primarily engaged in the
12 business of providing such outfitting or guiding serv-
13 ices; or”.

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