

119TH CONGRESS
2D SESSION

H. R. 10373

To amend the Fair Labor Standards Act of 1938 to prohibit the garnishment of wages in relation to medical debt, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 14, 2026

Mr. SCOTT of Virginia (for himself, Ms. OMAR, and Mr. CASAR) introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To amend the Fair Labor Standards Act of 1938 to prohibit the garnishment of wages in relation to medical debt, 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 “Protecting Workers’
5 Wages from Medical Debt Act”.

1 **SEC. 2. PROHIBITION ON WAGE GARNISHMENT FOR MED-**
2 **ICAL DEBTS.**

3 (a) IN GENERAL.—The Fair Labor Standards Act of
4 1938 (29 U.S.C. 201 et seq.) is amended by inserting
5 after section 7 the following:

6 **“SEC. 8. PROHIBITION ON WAGE GARNISHMENT FOR MED-**
7 **ICAL DEBTS.**

8 “(a) IN GENERAL.—Notwithstanding any other pro-
9 vision of law, no wages of an employee may be subject
10 to garnishment for the payment of any medical debt.

11 “(b) PROHIBITION ON COURTS AND STATES.—No
12 court of the United States or any State, and no State (or
13 officer or agency thereof), may make, execute, or enforce
14 any order or process in violation of this section.

15 “(c) DEFINITIONS.—In this section:

16 “(1) GARNISHMENT.—The term ‘garnishment’
17 means any legal or equitable procedure through
18 which the wages of any individual are required to be
19 withheld for payment of any medical debt.

20 “(2) MEDICAL DEBT.—The term ‘medical debt’
21 means a debt arising from the furnishing of items
22 and services by a health care facility or health care
23 provider (as defined in section 101(6) of the Family
24 and Medical Leave Act of 1993 (29 U.S.C.
25 2611(6))).”.

1 (b) CONFORMING AMENDMENT.—Section 10 of the
2 Fair Labor Standards Act of 1938 (29 U.S.C. 210) is re-
3 pealed.

4 (c) EFFECTIVE DATE.—This Act shall take effect on
5 the date that is 6 months after the date of enactment of
6 this Act.

