

KEY VOTE ALERT!

May 2, 2017

TO THE MEMBERS OF THE U.S. HOUSE OF REPRESENTATIVES:

The U.S. Chamber of Commerce strongly supports H.R. 1180, the “Working Families Flexibility Act of 2017.” This bill would give private sector employees the same opportunity to earn paid time off from working overtime as currently enjoyed by public sector employees. **The Chamber urges you to support H.R. 1180 and may consider votes on, or in relation to, this bill in our annual *How They Voted* scorecard.**

The legislation, introduced by Representative Roby, would amend the Fair Labor Standards Act (FLSA) to allow private sector employers to offer their workers a voluntary choice between being paid overtime wages at the time they earn them and taking the bonus pay in the form of paid time off. Paid time off would accrue at a rate of one and one half hours for each hour of overtime worked, in the same way as the current overtime pay is one and a half times the base rate of pay. This is a choice that has been available in the public sector since 1985 where it has worked well.

H.R. 1180 is a simple, common sense solution to give employers an additional way to help employees balance work and family responsibilities or other personal needs. The bill also allows employees to revert to the traditional overtime compensation, once they have chosen the comp time option, if they decide that better meets their needs. Any hours left unused at the end of the year are automatically paid out as a wage supplement. Finally, the bill includes strong protections against employers coercing or forcing employees to accept the compensatory time option.

To give employers more ability to help their employees meet today’s many demands for personal time, the Chamber strongly urges you to support H.R. 1180.

Sincerely,



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