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Federal Working Family Flexibility Act of 2013 approved

May 16, 2013 - Connecticut

The House Committee on Education and the Workforce approved legislation that will help Americans balance family and work. The Working Families Flexibility Act of 2013 (HR 1406) was approved by a vote of 23 to 14. As approved by the committee, H.R. 1406 will: (1) allow employers to offer employees a choice between cash wages and comp time for overtime hours worked. Employees who want to receive cash wages would continue to do so. No employee can be forced to take comp time instead of receiving overtime pay; (2) protect employees by requiring the employer and the employee to complete a written agreement to use comp time, entered into knowingly and voluntarily by the employee. Where the employee is represented by a union, the agreement to take comp time must be part of the collective bargaining agreement negotiated between the union and the employer; (3) retain all existing employee protections in current law, including the 40 hour work week and how overtime compensation is accrued. The bill adds additional safeguards for workers to ensure the choice and use of comp time are truly voluntary; (4) allow employees to accrue up to 160 hours of comp time each year. An employer would be required to pay cash wages for any unused time at the end of the year. Workers are free to 'cash out' their accrued comp time whenever they choose to do so.

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