



April 20, 2017

Dear Representative Roby,

On behalf of 285,000 HR professionals, I am writing in strong support of the H.R. 1180, the Working Families Flexibility Act. SHRM greatly appreciates your leadership on this important legislation and looks forward to supporting this bill as it moves through Congress.

Today, employees face significant challenges as they negotiate work, family and personal obligations. As a result, employers are increasingly interested in offering workplace flexibility options to help employees address their work-life needs. Unfortunately, rigid, out-of-date wage and hour laws currently prohibit private sector employers from offering non-exempt employees the option of paid time off or cash wages for overtime hours worked, even though this option has existed in the public sector for more than 30 years. H.R. 1180 would simply extend to the private sector a benefit that has long been enjoyed by government employees.

The Working Families Flexibility Act would allow employers to offer employees the **voluntary** choice of taking overtime in cash payments, as they do today, or in the form of paid time off from work. Providing this comp time option would allow employees the opportunity to build a bank of time that they can use to take paid time off when they need it, provided the time off does not unduly disrupt the business operations of the employer. The bill also includes numerous employee protections for workers who choose to participate in a comp time program. Employees who reconsider and decide that they prefer to receive their overtime compensation in cash can have their hours converted to a payment whenever they wish, and any banked comp time hours not used at the end of the year are automatically paid out to the employee in cash.

As the 21st century workforce and workplace continues to evolve, now, more than ever, employees need flexibility options to manage their work-life responsibilities. SHRM believes that private-sector employees should be afforded the same flexibility that public-sector workers have in choosing between compensatory time or cash wages in overtime situations. As such, SHRM is proud to support the Working Families Flexibility Act.

Thank you again for sponsoring this legislation and we look forward to working with you to advance this bill during the 115th Congress.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michael P. Aitken', written in a cursive style.

Michael P. Aitken
Vice President, Government Affairs
Society for Human Resource Management

CC: Members of the U.S. House of Representatives