

July XX, 2018

The Honorable Mimi Walters
215 Cannon House Office Building
Washington, D.C. 20515

On behalf of over 285,000 Human Resource (HR) professionals of the Society for Human Resource Management (SHRM), the 116 million employees they impact, and the XX undersigned State Councils and XX SHRM Chapters, we write in strong support of H.R. 4219, the Workflex in the 21st Century Act. We commend your leadership on this important workplace issue.

SHRM and its members believe that the United States must have a 21st Century workflex policy that works for employers and employees, helping them meet both work-life and organizational needs. A 21st Century workflex policy must facilitate the expansion of paid leave and workflex options regarding when, where and how work is done, while accounting for differences in work environments, employer size and industries.

H.R. 4219 embodies these key principles by amending the Employee Retirement and Income Security Act (ERISA) to create a qualified flexible work arrangement plan under the statute. Employers who *voluntarily* choose to provide their employees with an ERISA workflex plan, to include a federal standard of paid time off and options for flexible work arrangements, such as telecommuting or compressed work schedules, would gain preemption from all state and local paid sick leave mandates and other workflex requirements.

Both full- and part-time employees of employers who opt into an ERISA workflex plan would receive guaranteed paid leave that exceeds nearly all state and local mandates, while employees of nonparticipating employers would continue to be covered by state and local paid leave requirements, where applicable. Employees of participating employers would also receive guaranteed access to flexible workplace options – giving many employees access to workplace flexibility for the first time. Employers who opt in would enjoy improved predictability by being able to follow the federal standard for paid leave, alleviating the complexity of the various state and local laws.

SHRM and our affiliated State Councils and Chapters urge members of the House of Representatives to co-sponsor H.R. 4219. We look forward to working with you and your colleagues to advance H.R. 4219 to expand paid leave and workplace flexibility options for all employees—reflecting today’s most innovative workplace strategies.

Sincerely,

Johnny C. Taylor, Jr., SHRM-SCP
President & CEO

CC: House Committee on Education and the Workforce