



May 8, 2013

The Honorable John A. Boehner
Speaker
U.S. House of Representatives
Washington, D.C. 20515

The Honorable Nancy Pelosi
Minority Leader
U.S. House of Representatives
Washington, D.C. 20515

Dear Speaker Boehner and Democratic Leader Pelosi:

On behalf of the Society for Human Resource Management (SHRM), I am writing in strong support of H.R. 1406, the Working Families Flexibility Act of 2013. SHRM supports H.R. 1406 because it would simply extend to the private sector the modern, flexible option of compensatory (comp) time that has long been available to public sector employees.

SHRM is the world's largest association devoted to human resource management. Representing more than 265,000 members in over 140 countries, the Society serves the needs of human resource (HR) professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and the United Arab Emirates.

As drafted, H.R. 1406 gives non-exempt, private sector employees the **option** of receiving comp time or cash wages for overtime hours worked. HR professionals are increasingly interested in workplace flexibility programs that help employees address their work-life needs. Our members tell us that such programs increase employee engagement, improve productivity and support organizational recruitment and retention efforts. Unfortunately, current wage and hour laws prohibit private sector employers from offering non-exempt employees the option of paid time off or cash payments, even though this option has existed in the public sector since 1985.

In our view, H.R. 1406 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.

Employees in the 21st century workplace desire more workplace flexibility options to better meet work-life needs. H.R. 1406 would provide an additional option to private sector employees, giving them more control over their work and life by giving them a choice of paid time off or overtime payments. For these reasons, we urge all members to support H.R. 1406.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Robert Carr".

J. Robert Carr, J.D., SPHR
Senior Vice President
Membership, Marketing & Communications