

NFIB

The Voice of Small Business.®

May 8, 2013

Dear Representative,

On behalf of the National Federation of Independent Business (NFIB), the nation's leading small business organization, I am writing in strong support of H.R. 1406, the Working Families Flexibility Act, and urge swift passage of this important legislation. **Final passage of H.R. 1406 will be considered an NFIB Key Vote for the 113th Congress.**

NFIB strongly supports legislation to remove obstacles that prevent employers from providing increased flexibility to their employees. H.R. 1406 simply allows private-sector employers to offer a benefit that is currently enjoyed by employers and employees in the public sector. This legislation would allow employees *the choice* of taking time-and-a-half compensatory time as payment for overtime. It is important to stress that if an employer chooses to offer compensatory time, the offering is *completely voluntary* for employees, and at any time employees can change their mind and receive overtime compensation in cash.

According to an NFIB poll, an overwhelming number of small-business owners favor reform of the Fair Labor Standards Act (FLSA) to allow for more flexibility in the workplace and H.R. 1406 would provide such flexibility. H.R. 1406 is a family-friendly, commonsense piece of legislation that is a win-win for employers *and* employees. NFIB urges the House to pass H.R. 1406 and will consider it an **NFIB Key Vote for the 113th Congress.**

Sincerely,



Susan Eckerly
Senior Vice President
Public Policy