



April 16, 2013

The Honorable John Paul Kline Jr.  
Chairman  
Committee on Education and the Workforce  
U.S. House of Representatives  
2439 Rayburn House Office Building  
Washington, D.C. 20515

Dear Chairman Kline:

On behalf of the National Retail Federation (NRF), I am writing in support of H.R. 1406, the "Working Families Flexibility Act of 2013." The challenge of balancing the needs of families and work is a constant struggle for today's working families. The topic has been getting much national attention and H.R. 1406 is a step in trying to help address the issue.

As the world's largest retail trade association and the voice of retail worldwide, NRF represents retailers of all types and sizes, including chain restaurants and industry partners, from the United States and more than 45 countries abroad. Retailers operate more than 3.6 million U.S. establishments that support one in four U.S. jobs – 42 million working Americans. Contributing \$2.5 trillion to annual GDP, retail is a daily barometer for the nation's economy.

The passage of legislation that would allow for the option of paid time off instead of compensation for overtime work would be beneficial to everyone in the workforce. It is important to note that H.R. 1406 is a completely voluntary bill that would allow employers to opt to offer employees "comp" time. The bill requires a written agreement between employer and employee, maintains the protections of the Fair Labor Standards Act, and allows for an employee to cash out any accrued comp time.

NRF believes the bill would create a mechanism for allowing flexibility in the workplace for those who need, and want, paid time off in lieu of cash for overtime work. This is a privilege that many federal, state and local governments are able to offer their workers and it is time for the private sector to have those same options.

Thank you for your consideration and support of the Working Families Flexibility Act. NRF urges your support in helping create more flexibility in the workplace.

Sincerely,

A handwritten signature in black ink that reads "David French". The signature is fluid and cursive, with the first name "David" being more prominent than the last name "French".

David French  
Senior Vice President  
Government Relations