

119TH CONGRESS  
1ST SESSION

# H. R. 2262

To amend the Fair Labor Standards Act of 1938 to exclude certain activities from hours worked, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 21, 2025

Mrs. HINSON (for herself, Ms. LETLOW, and Mr. MESSMER) introduced the following bill; which was referred to the Committee on Education and Workforce

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## A BILL

To amend the Fair Labor Standards Act of 1938 to exclude certain activities from hours worked, and for other purposes.

1        *Be it enacted by the Senate and House of Representa-*  
2        *tives of the United States of America in Congress assembled,*

3        **SECTION 1. SHORT TITLE.**

4        This Act may be cited as the “Flexibility for Workers  
5        Education Act”.

6        **SEC. 2. TREATMENT OF ATTENDANCE OR PARTICIPATION**  
7        **IN CERTAIN ACTIVITIES.**

8        (a) IN GENERAL.—Section 3(o) of the Fair Labor  
9        Standards Act of 1938 (29 U.S.C. 203(o)) is amended to  
10       read as follows:

1       “(o) HOURS WORKED.—In determining for the pur-  
2 poses of sections 6 and 7 the hours for which an employee  
3 is employed, there shall be excluded—

4           “(1) any time spent in changing clothes or  
5 washing at the beginning or end of each workday  
6 which was excluded from measured working time  
7 during the week involved by the express terms of or  
8 by custom or practice under a bona fide collective-  
9 bargaining agreement applicable to the particular  
10 employee; and

11           “(2) any time spent attending or participating  
12 in lectures, education or training programs, and  
13 similar activities, regardless of whether the activity  
14 is offered or facilitated by the employer, provided  
15 that—

16           “(A) such attendance or participation oc-  
17 curs outside of the employee’s regular working  
18 hours;

19           “(B) such attendance or participation is  
20 voluntary and the continuation of employment  
21 and the working conditions related to such em-  
22 ployment is not adversely affected by non-at-  
23 tendance or non-participation; and

1           “(C) the employee does not perform any  
2           productive work for the employer during such  
3           attendance or participation.”.

4           (b) **EFFECTIVE DATE.**—The amendment made by  
5           subsection (a) shall apply with respect to hours worked  
6           on or after the date of enactment of this Act.

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