



**Franchising**<sup>®</sup>  
Building local businesses,  
one **opportunity** at a time.

Dear Representative:

The International Franchise Association (IFA), the world's oldest and largest organization representing franchising worldwide, urges you to support H.R. 1406, the Working Families Flexibility Act of 2013, sponsored by Rep. Martha Roby (R-AL). This legislation would benefit both employers and workers by allowing for greater flexibility in compensation, giving workers the option of taking paid time off in lieu of cash wages for overtime.

Under current law, only public-sector employees are permitted to take time off in lieu of receiving additional overtime wages, while private-sector workers must be compensated with one-and-a-half times their regular hourly wage. Employees working in the private-sector face difficulties in accommodating equally-important work and family responsibilities with rigid work schedules.

This legislation would amend the Fair Labor Standards Act (FLSA) to allow private-sector employers to offer the same compensatory time benefits as those offered to public employees, and includes provisions to prevent coercion and reduce unnecessary regulatory burdens on employers. The legislation also allows employers and workers to engage in voluntary, written agreements that would give workers the choice between overtime wages and compensatory time. Workers who wish to continue receiving cash wages for overtime will still be able to do so.

On behalf of the nation's 825,000 franchise small businesses, which support nearly 18 million American jobs, I urge you to support this common-sense measure to provide employers and workers with greater flexibility.

Sincerely,

Jay B. Perron  
Vice President, Government Relations & Public Policy  
International Franchise Association