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April 16, 2013

Chairman John Kline  
Committee on Education and the Workforce  
2181 Rayburn House Office Building  
Washington, D.C. 20515

Ranking Member George Miller  
Committee on Education and the Workforce  
2102 Rayburn House Office Building  
Washington, D.C. 20515

Dear Chairman Kline and Ranking Member Miller:

On behalf of the Retail Industry Leaders Association (RILA), I write in strong support of H.R. 1406, the Working Families Flexibility Act of 2013. RILA urges the Committee on Education and the Workforce to markup this legislation as quickly as possible and bring it to the House floor for a vote.

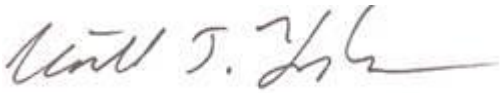
By way of background, RILA is the trade association of the world's largest and most innovative retail companies. RILA members include more than 200 retailers, product manufacturers, and service suppliers, which together account for more than \$1.5 trillion in annual sales, millions of American jobs and more than 100,000 stores, manufacturer facilities and distribution centers domestically and abroad.

As the employers of millions of Americans, our members fully support offering workplace flexibility. Retail employees are constantly faced with the significant challenge of trying to find a balance between the demands of work, family, and personal responsibilities. Employers are increasingly interested in options that will help employees better manage their obligations. The legislation would help employers to provide such flexibility.

H.R. 1406 would specifically allow employers to offer employees the choice of overtime compensation in the form of monetary payment or in the form of compensatory time off, or "comp time." Employees would then have the chance to accrue additional time off for up to 160 hours per year. It is important to note that the bill also includes a number of provisions offering employee protections for workers who choose to take advantage of the comp time option, such as an automatic payout to the employee for time not used. Because this option is voluntary, it allows the employees to decide which form of compensation best suit their personal needs.

Employees and employers alike have made it very clear that they wish to have a flexible comp time option. As the voice of the world's largest and most innovative retailers, I strongly urge you to support the Working Families Flexibility Act of 2013 to ensure that employees and employers are able to meet the needs of working families.

Sincerely,

A handwritten signature in black ink, appearing to read "Bill Hughes", with a long horizontal flourish extending to the right.

Bill Hughes  
Senior Vice President, Government Affairs