



April 24, 2017

Dear Member of Congress:

On behalf of the two million members of the Service Employees International Union (SEIU), I am writing to express our opposition to the Working Families Flexibility Act (H.R. 1180/S. 801). The proposed legislation feigns offering working people more flexibility in their work schedule while actually depriving them of overtime pay and could even undermine their ability to take time off. Working families need more flexibility in the workplace, but this bill falls tremendously short of that goal.

The core tenet of the proposed legislation is a false choice for workers between overtime pay and time off. Backers of the bill say it would give hourly workers more flexibility and time with their loved ones by allowing them to choose paid time off, rather than time-and-a-half wages, as compensation for working more than 40 hours in one week ("comp time"). But workers would only get more time with their families after spending extra hours away from them at work and the bill does not guarantee that workers could use the time they earn when they need it. Workers should not be forced or manipulated into working longer hours for uncertain and limited benefits.

Indeed, the "flexibility" offered by the legislation requires that workers commit to working longer hours with no compensation for their overtime but puts no obligation on employers to grant them time off when a worker needs it. The economy is already rigged against working families who are working longer hours for lower pay, and this legislation would exacerbate those problems by further tipping the scale in favor of employers. Workers deserve to be paid for the time they commit to their employer, especially when they're working longer hours than their original schedule intends. Removing a worker's ability to get overtime pay for working extended hours demeans the value of their work, their contribution to the workplace, and doesn't afford the flexibility this legislation claims.

For the reasons listed above, we respectfully urge you to reject the Working Families Flexibility Act (H.R. 1180/S. 801) and instead support legislation that will actually help working families, such as the Family And Medical Insurance Leave (FAMILY) Act (H.R. 947/S. 337), which would create a national paid leave insurance program. If you need any additional information please contact John Foti at john.foti@seiu.org or (202)-730-7157.

Sincerely,

Mary Kay Henry
International President

MKH:JG:jf

opeiu#2
afl-cio, clc

MARY KAY HENRY
International President

GERRY HUDSON
International Secretary-Treasurer

NEAL BISNO
Executive Vice President

LUISA BLUE
Executive Vice President

HEATHER CONROY
Executive Vice President

SCOTT COURTNEY
Executive Vice President

LESLIE FRANE
Executive Vice President

VALARIE LONG
Executive Vice President

ROCIO SÁENZ
Executive Vice President

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

300 Massachusetts Ave., NW
Washington, DC 20036

202.730.7000

www.SEIU.org