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AGC of America
THE ASSOCIATED GENERAL CONTRACTORS OF AMERICA
Quality People. Quality Projects.



April 17, 2013

The Honorable John Kline
U.S. House of Representatives
Washington, DC 20515

Re: Support H.R. 1406, the Working Families Flexibility Act of 2013

Dear Representative Kline:

The Associated General Contractors of America (AGC), supports H.R. 1406, the Working Families Flexibility Act of 2013. If implemented, this Act will allow private-sector employers the option to offer workers the choice of paid-time-off or "comp-time", in lieu of compensation, for overtime hours worked in a workweek.

The legislation is in response to the many employees who are facing significant challenges as they struggle to negotiate between work, family and personal obligations. Employers in the construction industry need the flexibility to offer employment options that meet the needs of future employees. As a result, employers are faced with the recruiting and retention challenge of offering flexible workplace options that will appeal to this growing group of workers. However, current wage and hour laws currently prohibit private sector employers from offering non-exempt employees the option of comp-time in lieu of overtime compensation, even though this option has existed in the public sector for more than 25 years and has proven to be very popular among employers and employees alike.

The bill includes numerous employee protections for workers who choose to participate in the program. For example, employees who first choose to receive comp-time and then later reconsider, deciding to receive their overtime compensation in cash, will be able to have their hours converted to a payment. Additionally, any banked comp-time hours not used by the end of the year will be paid to the employee, automatically.

Please support H.R. 1406, the Working Families Flexibility Act.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeffrey D. Shoaf".

Jeffrey D. Shoaf
Senior Executive Director
Government Affairs