

116TH CONGRESS
2D SESSION

H. R. 5656

To amend the Fair Labor Standards Act of 1938 to provide compensatory time for employees in the private sector.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 17, 2020

Mrs. ROBY (for herself, Ms. FOXX of North Carolina, Mr. DAVID P. ROE of Tennessee, Mr. THOMPSON of Pennsylvania, Mr. GUTHRIE, Mr. BYRNE, Mr. GROTHMAN, Mr. ALLEN, Mr. WALKER, Mr. TAYLOR, Mr. JOHNSON of South Dakota, Mr. SMITH of Nebraska, Mr. BROOKS of Alabama, Mrs. RODGERS of Washington, and Ms. STEFANIK) introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To amend the Fair Labor Standards Act of 1938 to provide compensatory time for employees in the private sector.

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 “Working Families
5 Flexibility Act of 2020”.

1 **SEC. 2. COMPENSATORY TIME.**

2 Section 7 of the Fair Labor Standards Act of 1938
3 (29 U.S.C. 207) is amended by adding at the end the fol-
4 lowing:

5 “(s) COMPENSATORY TIME OFF FOR PRIVATE EM-
6 PLOYEES.—

7 “(1) GENERAL RULE.—An employee may re-
8 ceive, in accordance with this subsection and in lieu
9 of monetary overtime compensation, compensatory
10 time off at a rate not less than one and one-half
11 hours for each hour of employment for which over-
12 time compensation is required by this section.

13 “(2) CONDITIONS.—An employer may provide
14 compensatory time to employees under paragraph
15 (1) only if such time is provided in accordance
16 with—

17 “(A) applicable provisions of a collective
18 bargaining agreement between the employer
19 and the labor organization that has been cer-
20 tified or recognized as the representative of the
21 employees under applicable law; or

22 “(B) in the case of an employee who is not
23 represented by a labor organization that has
24 been certified or recognized as the representa-
25 tive of such employee under applicable law, an
26 agreement arrived at between the employer and

1 employee before the performance of the work
2 and affirmed by a written or otherwise verifi-
3 able record maintained in accordance with sec-
4 tion 11(c)—

5 “(i) in which the employer has offered
6 and the employee has chosen to receive
7 compensatory time in lieu of monetary
8 overtime compensation; and

9 “(ii) entered into knowingly and vol-
10 untarily by such employee and not as a
11 condition of employment.

12 No employee may receive or agree to receive com-
13 pensatory time off under this subsection unless the
14 employee has worked at least 1,000 hours for the
15 employee’s employer during a period of continuous
16 employment with the employer in the 12-month pe-
17 riod before the date of agreement or receipt of com-
18 pensatory time off.

19 “(3) HOUR LIMIT.—

20 “(A) MAXIMUM HOURS.—An employee
21 may accrue not more than 160 hours of com-
22 pensatory time.

23 “(B) COMPENSATION DATE.—Not later
24 than January 31 of each calendar year, the em-
25 ployee’s employer shall provide monetary com-

1 pensation for any unused compensatory time off
2 accrued during the preceding calendar year that
3 was not used prior to December 31 of the pre-
4 ceding year at the rate prescribed by paragraph
5 (6). An employer may designate and commu-
6 nicate to the employer’s employees a 12-month
7 period other than the calendar year, in which
8 case such compensation shall be provided not
9 later than 31 days after the end of such 12-
10 month period.

11 “(C) EXCESS OF 80 HOURS.—The em-
12 ployer may provide monetary compensation for
13 an employee’s unused compensatory time in ex-
14 cess of 80 hours at any time after giving the
15 employee at least 30 days notice. Such com-
16 pensation shall be provided at the rate pre-
17 scribed by paragraph (6).

18 “(D) POLICY.—Except where a collective
19 bargaining agreement provides otherwise, an
20 employer that has adopted a policy offering
21 compensatory time to employees may dis-
22 continue such policy upon giving employees 30
23 days notice.

24 “(E) WRITTEN REQUEST.—An employee
25 may withdraw an agreement described in para-

1 graph (2)(B) at any time. An employee may
2 also request in writing that monetary com-
3 pensation be provided, at any time, for all com-
4 pensatory time accrued that has not yet been
5 used. Within 30 days of receiving the written
6 request, the employer shall provide the em-
7 ployee the monetary compensation due in ac-
8 cordance with paragraph (6).

9 “(4) PRIVATE EMPLOYER ACTIONS.—An em-
10 ployer that provides compensatory time under para-
11 graph (1) to an employee shall not directly or indi-
12 rectly intimidate, threaten, or coerce or attempt to
13 intimidate, threaten, or coerce any employee for the
14 purpose of—

15 “(A) interfering with such employee’s
16 rights under this subsection to request or not
17 request compensatory time off in lieu of pay-
18 ment of monetary overtime compensation for
19 overtime hours; or

20 “(B) requiring any employee to use such
21 compensatory time.

22 “(5) TERMINATION OF EMPLOYMENT.—An em-
23 ployee who has accrued compensatory time off au-
24 thorized to be provided under paragraph (1) shall,
25 upon the voluntary or involuntary termination of

1 employment, be paid for the unused compensatory
2 time in accordance with paragraph (6).

3 “(6) RATE OF COMPENSATION.—

4 “(A) GENERAL RULE.—If compensation is
5 to be paid to an employee for accrued compen-
6 satory time off, such compensation shall be paid
7 at a rate of compensation not less than—

8 “(i) the regular rate earned by such
9 employee when the compensatory time was
10 accrued; or

11 “(ii) the regular rate earned by such
12 employee at the time such employee re-
13 ceived payment of such compensation,

14 whichever is higher.

15 “(B) CONSIDERATION OF PAYMENT.—Any
16 payment owed to an employee under this sub-
17 section for unused compensatory time shall be
18 considered unpaid overtime compensation.

19 “(7) USE OF TIME.—An employee—

20 “(A) who has accrued compensatory time
21 off authorized to be provided under paragraph
22 (1); and

23 “(B) who has requested the use of such
24 compensatory time,

1 shall be permitted by the employee’s employer to use
2 such time within a reasonable period after making
3 the request if the use of the compensatory time does
4 not unduly disrupt the operations of the employer.

5 “(8) DEFINITIONS.—For purposes of this sub-
6 section—

7 “(A) the term ‘employee’ does not include
8 an employee of a public agency; and

9 “(B) the terms ‘overtime compensation’
10 and ‘compensatory time’ shall have the mean-
11 ings given such terms by subsection (o)(7).”.

12 **SEC. 3. REMEDIES.**

13 Section 16 of the Fair Labor Standards Act of 1938
14 (29 U.S.C. 216) is amended—

15 (1) in subsection (b), by striking “(b) Any em-
16 ployer” and inserting “(b) Except as provided in
17 subsection (f), any employer”; and

18 (2) by adding at the end the following:

19 “(f) An employer that violates section 7(s)(4) shall
20 be liable to the employee affected in the amount of the
21 rate of compensation (determined in accordance with sec-
22 tion 7(s)(6)(A)) for each hour of compensatory time ac-
23 crued by the employee and in an additional equal amount
24 as liquidated damages reduced by the amount of such rate

1 of compensation for each hour of compensatory time used
2 by such employee.”.

3 **SEC. 4. NOTICE TO EMPLOYEES.**

4 Not later than 30 days after the date of enactment
5 of this Act, the Secretary of Labor shall revise the mate-
6 rials the Secretary provides, under regulations published
7 in section 516.4 of title 29, Code of Federal Regulations,
8 to employers for purposes of a notice explaining the Fair
9 Labor Standards Act of 1938 to employees so that such
10 notice reflects the amendments made to such Act by this
11 Act.

12 **SEC. 5. GAO REPORT.**

13 Beginning 2 years after the date of enactment of this
14 Act and each of the 3 years thereafter, the Comptroller
15 General of the United States shall submit a report to Con-
16 gress providing, with respect to the reporting period imme-
17 diately prior to each such report—

18 (1) data concerning the extent to which employ-
19 ers provide compensatory time pursuant to section
20 7(s) of the Fair Labor Standards Act of 1938, as
21 added by this Act, and the extent to which employ-
22 ees opt to receive compensatory time;

23 (2) the number of complaints alleging a viola-
24 tion of such section filed by any employee with the
25 Secretary of Labor;

1 (3) the number of enforcement actions com-
2 menced by the Secretary or commenced by the Sec-
3 retary on behalf of any employee for alleged viola-
4 tions of such section;

5 (4) the disposition or status of such complaints
6 and actions described in paragraphs (2) and (3); and

7 (5) an account of any unpaid wages, damages,
8 penalties, injunctive relief, or other remedies ob-
9 tained or sought by the Secretary in connection with
10 such actions described in paragraph (3).

11 **SEC. 6. SUNSET.**

12 This Act and the amendments made by this Act shall
13 cease to be in effect on the date that is 5 years after the
14 date of enactment of this Act.

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