



May 2, 2017

The Honorable Paul Ryan
Speaker
U.S. House of Representatives
Washington, DC 20515

The Honorable Nancy Pelosi
Democratic Leader
U.S. House of Representatives
Washington, DC 20515

Dear Speaker Ryan and Democratic Leader Pelosi:

On behalf of the National Retail Federation (NRF), I am writing in support of H.R. 1180, the Working Families Flexibility Act of 2017. This commonsense legislation would modernize the Fair Labor Standards Act to increase workplace flexibility for employers and working families across the country.

NRF is the world's largest retail trade association, representing discount and department stores, home goods and specialty stores, Main Street merchants, grocers, wholesalers, chain restaurants and Internet retailers from the United States and more than 45 countries. Retail is the nation's largest private sector employer, supporting one in four U.S. jobs – 42 million working Americans. Contributing \$2.6 trillion to annual GDP, retail is a daily barometer for the nation's economy.

The 21st century workforce increasingly places a premium on workplace flexibility, yet too often our workplace laws do not reflect the demands of the modern worker. NRF believes allowing employers to offer paid time off in lieu of compensation for overtime work would be beneficial to the retail workforce and a step in the right direction. It is important to note that H.R. 1180 creates a completely voluntary mechanism for employers to opt to offer employees "comp" time. Furthermore, the bill requires a written agreement between an employer and employee, maintains the protections of the Fair Labor Standards Act, and allows an employee to cash out any accrued comp time.

NRF urges members of the House to support the Working Families Flexibility Act to provide greater workplace flexibility for those who need, and want, paid time off in lieu of cash for overtime work. This is a privilege that many federal, state and local governments are able to offer their workers, and it is time for the private sector to have those same options.

Sincerely,

David French
Senior Vice President
Government Relations

cc: Members, U.S. House of Representatives