

## HR 1119

Family Time Flexibility Act

**Congress:** 108 (2003–2005, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Mar 6, 2003

**Current Status:** Placed on the Union Calendar, Calendar No. 64.

**Latest Action:** Placed on the Union Calendar, Calendar No. 64. (May 22, 2003)

**Official Text:** <https://www.congress.gov/bill/108th-congress/house-bill/1119>

### Sponsor

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**Name:** Rep. Biggert, Judy [R-IL-13]

**Party:** Republican • **State:** IL • **Chamber:** House

**Cosponsors** (113 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Baker, Richard H. [R-LA-6]	R · LA		Mar 6, 2003
Rep. Ballenger, Cass [R-NC-10]	R · NC		Mar 6, 2003
Rep. Barrett, J. Gresham [R-SC-3]	R · SC		Mar 6, 2003
Rep. Blackburn, Marsha [R-TN-7]	R · TN		Mar 6, 2003
Rep. Blunt, Roy [R-MO-7]	R · MO		Mar 6, 2003
Rep. Boehner, John A. [R-OH-8]	R · OH		Mar 6, 2003
Rep. Bono, Mary [R-CA-45]	R · CA		Mar 6, 2003
Rep. Brady, Kevin [R-TX-8]	R · TX		Mar 6, 2003
Rep. Brown, Henry E., Jr. [R-SC-1]	R · SC		Mar 6, 2003
Rep. Brown-Waite, Ginny [R-FL-5]	R · FL		Mar 6, 2003
Rep. Burton, Dan [R-IN-5]	R · IN		Mar 6, 2003
Rep. Buyer, Steve [R-IN-4]	R · IN		Mar 6, 2003
Rep. Camp, Dave [R-MI-4]	R · MI		Mar 6, 2003
Rep. Chabot, Steve [R-OH-1]	R · OH		Mar 6, 2003
Rep. Cole, Tom [R-OK-4]	R · OK		Mar 6, 2003
Rep. Crane, Philip M. [R-IL-8]	R · IL		Mar 6, 2003
Rep. Culberson, John Abney [R-TX-7]	R · TX		Mar 6, 2003
Rep. Cunningham, Randy (Duke) [R-CA-50]	R · CA		Mar 6, 2003
Rep. Davis, Jo Ann [R-VA-1]	R · VA		Mar 6, 2003
Rep. DeMint, Jim [R-SC-4]	R · SC		Mar 6, 2003
Rep. Dreier, David [R-CA-26]	R · CA		Mar 6, 2003
Rep. Dunn, Jennifer [R-WA-8]	R · WA		Mar 6, 2003
Rep. Ehlers, Vernon J. [R-MI-3]	R · MI		Mar 6, 2003
Rep. Franks, Trent [R-AZ-2]	R · AZ		Mar 6, 2003
Rep. Gillmor, Paul E. [R-OH-5]	R · OH		Mar 6, 2003
Rep. Gingrey, Phil [R-GA-11]	R · GA		Mar 6, 2003
Rep. Goodlatte, Bob [R-VA-6]	R · VA		Mar 6, 2003
Rep. Granger, Kay [R-TX-12]	R · TX		Mar 6, 2003
Rep. Greenwood, James C. [R-PA-8]	R · PA		Mar 6, 2003
Rep. Hart, Melissa A. [R-PA-4]	R · PA		Mar 6, 2003
Rep. Hastings, Doc [R-WA-4]	R · WA		Mar 6, 2003
Rep. Hoekstra, Peter [R-MI-2]	R · MI		Mar 6, 2003
Rep. Hyde, Henry J. [R-IL-6]	R · IL		Mar 6, 2003
Rep. Isakson, Johnny [R-GA-6]	R · GA		Mar 6, 2003
Rep. Johnson, Nancy L. [R-CT-5]	R · CT		Mar 6, 2003
Rep. Johnson, Sam [R-TX-3]	R · TX		Mar 6, 2003
Rep. Keller, Ric [R-FL-8]	R · FL		Mar 6, 2003
Rep. Kennedy, Mark R. [R-MN-6]	R · MN		Mar 6, 2003
Rep. Kirk, Mark Steven [R-IL-10]	R · IL		Mar 6, 2003
Rep. Kline, John [R-MN-2]	R · MN		Mar 6, 2003
Rep. Kolbe, Jim [R-AZ-8]	R · AZ		Mar 6, 2003

Cosponsor	Party / State	Role	Date Joined
Rep. Lipinski, William O. [D-IL-3]	D · IL		Mar 6, 2003
Rep. Manzullo, Donald A. [R-IL-16]	R · IL		Mar 6, 2003
Rep. McKeon, Howard P. "Buck" [R-CA-25]	R · CA		Mar 6, 2003
Rep. Musgrave, Marilyn N. [R-CO-4]	R · CO		Mar 6, 2003
Rep. Myrick, Sue Wilkins [R-NC-9]	R · NC		Mar 6, 2003
Rep. Northup, Anne M. [R-KY-3]	R · KY		Mar 6, 2003
Rep. Norwood, Charles W. [R-GA-9]	R · GA		Mar 6, 2003
Rep. Osborne, Tom [R-NE-3]	R · NE		Mar 6, 2003
Rep. Ose, Doug [R-CA-3]	R · CA		Mar 6, 2003
Rep. Otter, C. L. (Butch) [R-ID-1]	R · ID		Mar 6, 2003
Rep. Paul, Ron [R-TX-14]	R · TX		Mar 6, 2003
Rep. Petri, Thomas E. [R-WI-6]	R · WI		Mar 6, 2003
Rep. Pitts, Joseph R. [R-PA-16]	R · PA		Mar 6, 2003
Rep. Platts, Todd Russell [R-PA-19]	R · PA		Mar 6, 2003
Rep. Pryce, Deborah [R-OH-15]	R · OH		Mar 6, 2003
Rep. Reynolds, Thomas M. [R-NY-26]	R · NY		Mar 6, 2003
Rep. Rogers, Mike J. [R-MI-8]	R · MI		Mar 6, 2003
Rep. Rohrabacher, Dana [R-CA-46]	R · CA		Mar 6, 2003
Rep. Schrock, Edward L. [R-VA-2]	R · VA		Mar 6, 2003
Rep. Shadegg, John B. [R-AZ-3]	R · AZ		Mar 6, 2003
Rep. Simmons, Rob [R-CT-2]	R · CT		Mar 6, 2003
Rep. Smith, Nick [R-MI-7]	R · MI		Mar 6, 2003
Rep. Souder, Mark E. [R-IN-3]	R · IN		Mar 6, 2003
Rep. Stenholm, Charles W. [D-TX-17]	D · TX		Mar 6, 2003
Rep. Tancredo, Thomas G. [R-CO-6]	R · CO		Mar 6, 2003
Rep. Terry, Lee [R-NE-2]	R · NE		Mar 6, 2003
Rep. Tiberi, Patrick J. [R-OH-12]	R · OH		Mar 6, 2003
Rep. Walden, Greg [R-OR-2]	R · OR		Mar 6, 2003
Rep. Weldon, Dave [R-FL-15]	R · FL		Mar 6, 2003
Rep. Wilson, Heather [R-NM-1]	R · NM		Mar 6, 2003
Rep. Wilson, Joe [R-SC-2]	R · SC		Mar 6, 2003
Rep. Akin, W. Todd [R-MO-2]	R · MO		Mar 27, 2003
Rep. Calvert, Ken [R-CA-44]	R · CA		Mar 27, 2003
Rep. Garrett, Scott [R-NJ-5]	R · NJ		Mar 27, 2003
Rep. McDermott, Jim [D-WA-7]	D · WA		Mar 27, 2003
Rep. Toomey, Patrick J. [R-PA-15]	R · PA		Mar 27, 2003
Rep. Boozman, John [R-AR-3]	R · AR		Apr 2, 2003
Rep. Burgess, Michael C. [R-TX-26]	R · TX		Apr 7, 2003
Rep. Burns, Max [R-GA-12]	R · GA		Apr 7, 2003
Rep. Carter, John R. [R-TX-31]	R · TX		Apr 7, 2003
Rep. Deal, Nathan [R-GA-10]	R · GA		Apr 29, 2003
Rep. Jones, Walter B., Jr. [R-NC-3]	R · NC		Apr 29, 2003

Cosponsor	Party / State	Role	Date Joined
Rep. Peterson, John E. [R-PA-5]	R · PA		Apr 29, 2003
Rep. Doolittle, John T. [R-CA-4]	R · CA		May 8, 2003
Rep. Crenshaw, Ander [R-FL-4]	R · FL		May 9, 2003
Rep. Issa, Darrell E. [R-CA-49]	R · CA		May 9, 2003
Rep. King, Steve [R-IA-5]	R · IA		May 9, 2003
Rep. Oxley, Michael G. [R-OH-4]	R · OH		May 9, 2003
Rep. Cantor, Eric [R-VA-7]	R · VA		May 15, 2003
Rep. Hefley, Joel [R-CO-5]	R · CO		May 15, 2003
Rep. Hostettler, John N. [R-IN-8]	R · IN		May 15, 2003
Rep. Janklow, William J. [R-SD-At Large]	R · SD		May 15, 2003
Rep. Pence, Mike [R-IN-6]	R · IN		May 15, 2003
Rep. Pickering, Charles W. "Chip" [R-MS-3]	R · MS		May 15, 2003
Rep. Bartlett, Roscoe G. [R-MD-6]	R · MD		May 21, 2003
Rep. Bereuter, Doug [R-NE-1]	R · NE		May 22, 2003
Rep. Burr, Richard [R-NC-5]	R · NC		May 22, 2003
Rep. Coble, Howard [R-NC-6]	R · NC		May 22, 2003
Rep. Cox, Christopher [R-CA-48]	R · CA		May 22, 2003
Rep. Cubin, Barbara [R-WY-At Large]	R · WY		May 22, 2003
Rep. Foley, Mark [R-FL-16]	R · FL		May 22, 2003
Rep. Gibbons, Jim [R-NV-2]	R · NV		May 22, 2003
Rep. Goss, Porter J. [R-FL-14]	R · FL		May 22, 2003
Rep. Harris, Katherine [R-FL-13]	R · FL		May 22, 2003
Rep. Herger, Wally [R-CA-2]	R · CA		May 22, 2003
Rep. Knollenberg, Joe [R-MI-9]	R · MI		May 22, 2003
Rep. Miller, Gary G. [R-CA-42]	R · CA		May 22, 2003
Rep. Radanovich, George [R-CA-19]	R · CA		May 22, 2003
Rep. Sessions, Pete [R-TX-32]	R · TX		May 22, 2003
Rep. Shaw, E. Clay, Jr. [R-FL-22]	R · FL		May 22, 2003
Rep. Smith, Lamar [R-TX-21]	R · TX		May 22, 2003
Rep. Turner, Michael R. [R-OH-3]	R · OH		May 22, 2003

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Reported by	Apr 3, 2003

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

*No related bills are listed.*

**(This measure has not been amended since it was introduced in the House on March 6, 2003. The summary has been expanded because action occurred on the measure.)**

Family Time Flexibility Act - Amends the Fair Labor Standards Act of 1938 (FLRA) to provide an optional program of compensatory time-off (comp-time) in lieu of overtime payments for employees (except employees of public agencies).

(Sec. 2) Allows an employer to offer, and an employee to receive, in lieu of monetary overtime compensation, comp-time at a rate not less than one and one-half hours for each hour of employment for which overtime compensation is required under the Act.

Requires, with respect to such comp-time, that employee participation be voluntary, and that collective bargaining agreements be honored.

Requires that the employee have worked at least 1,000 hours during a period of continuous employment with the employer in the 12-month period before the date of agreement or receipt of comp-time.

Limits the amount of such comp-time that can be accrued by the employee to not more than 160 hours.

Requires the employer to provide monetary compensation for any unused comp-time accrued during the preceding calendar year or other designated 12-month accounting period.

Permits employers, upon giving 30-days' notice, to provide monetary compensation for an employee's unused comp-time in excess of 80 hours.

Permits employers, upon giving 30-days' notice to their employees, to cancel the comp-time option policy for their employees, unless a collective bargaining agreement prevents this.

Allows employees to withdraw from the comp-time option program at any time and upon giving notice. Allows employees, at any time, to request in writing that monetary compensation be provided in place of their comp-time balance. Requires employers to provide such monetary compensation within 30 days of receiving such request.

Prohibits employers who provide such comp-time option from intimidating any employee to request or not request such option or to require any employee to use such comp-time.

Requires that employees, upon voluntary or involuntary termination of employment, be paid for the unused comp-time if they accrued it under such option programs.

Sets the rate of monetary compensation for accrued comp-time under this Act at not less than the employee's regular rate when the comp-time was earned or the employee's final regular rate.

Requires the employer to permit use of comp-time accrued under such an option program within a reasonable time after the employee's request if such use does not unduly disrupt the employer's operations.

(Sec. 3) Makes employers who violate this Act's prohibitions against intimidation liable to affected employees in the amount of monetary compensation (regular rate) for accrued comp-time, and an additional equal amount as liquidated damages (reduced by the amount of such compensation for each hour of comp-time used).

(Sec. 4) Directs the Secretary of Labor to revise materials for employer notices to employees explaining FLRA to reflect

amendments made by this Act.

(Sec. 5) Terminates this Act five years after its enactment.

### Actions Timeline

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- **May 22, 2003:** Reported by the Committee on Education and the Workforce. H. Rept. 108-127.
- **May 22, 2003:** Reported by the Committee on Education and the Workforce. H. Rept. 108-127.
- **May 22, 2003:** Placed on the Union Calendar, Calendar No. 64.
- **May 20, 2003:** Sponsor introductory remarks on measure. (CR H4260-4261)
- **May 19, 2003:** Sponsor introductory remarks on measure. (CR H4207-4208)
- **Apr 9, 2003:** Committee Consideration and Mark-up Session Held.
- **Apr 9, 2003:** Ordered to be Reported by the Yeas and Nays: 27 - 22.
- **Apr 3, 2003:** Subcommittee Consideration and Mark-up Session Held.
- **Apr 3, 2003:** Forwarded by Subcommittee to Full Committee by the Yeas and Nays: 8 - 6.
- **Mar 13, 2003:** Subcommittee Hearings Held.
- **Mar 12, 2003:** Referred to the Subcommittee on Workforce Protections.
- **Mar 6, 2003:** Introduced in House
- **Mar 6, 2003:** Introduced in House
- **Mar 6, 2003:** Sponsor introductory remarks on measure. (CR E401-402)
- **Mar 6, 2003:** Referred to the House Committee on Education and the Workforce.