

S 2419

Working Families Flexibility Act

**Congress:** 110 (2007–2009, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Dec 6, 2007

**Current Status:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

**Latest Action:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Dec 6, 2007)

**Official Text:** <https://www.congress.gov/bill/110th-congress/senate-bill/2419>

Sponsor

**Name:** Sen. Kennedy, Edward M. [D-MA]

**Party:** Democratic • **State:** MA • **Chamber:** Senate

Cosponsors (4 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Clinton, Hillary Rodham [D-NY]	D · NY		Dec 6, 2007
Sen. Dodd, Christopher J. [D-CT]	D · CT		Dec 6, 2007
Sen. Obama, Barack [D-IL]	D · IL		Dec 6, 2007
Sen. Durbin, Richard J. [D-IL]	D · IL		Mar 4, 2008

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Dec 6, 2007

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
110 HR 4301	Identical bill	<b>Feb 5, 2008:</b> Referred to the Subcommittee on Workforce Protections.

Working Families Flexibility Act - Authorizes an employee to request from an employer a change in the terms or conditions of the employee's employment if the request relates to: (1) the number of hours the employee is required to work; (2) the times when the employee is required to work; or (3) where the employee is required to work. Sets forth certain employer duties with respect to such requests.

Makes it unlawful for an employer to interfere with any rights provided to an employee under this Act. Authorizes an employee to file a complaint with the Administrator of the Wage and Hour Division of the Employment Standards Administration of the Department of Labor for any violations of such rights. Provides for the investigation and assessment of civil penalties or the award of relief for alleged violations, including the review in federal courts of appeal of orders of the Administrator.

Requires the Secretary of Labor to carry out a research, education, and technical assistance program for employers, labor organizations, and the general public regarding compliance with this Act.

Applies the requirements of this Act to certain classes of employees, including employees of the Government Accountability Office (GAO) and the Library of Congress.

### **Actions Timeline**

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- **Dec 6, 2007:** Introduced in Senate
- **Dec 6, 2007:** Sponsor introductory remarks on measure. (CR S14849-14850)
- **Dec 6, 2007:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.