

HR 4301

Working Families Flexibility Act

Congress: 110 (2007–2009, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Dec 6, 2007

Current Status: Referred to the Subcommittee on Workforce Protections.

Latest Action: Referred to the Subcommittee on Workforce Protections. (Feb 5, 2008)

Official Text: <https://www.congress.gov/bill/110th-congress/house-bill/4301>

Sponsor

Name: Rep. Maloney, Carolyn B. [D-NY-14]

Party: Democratic • **State:** NY • **Chamber:** House

Cosponsors (7 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Miller, George [D-CA-7]	D · CA		Dec 6, 2007
Rep. Lewis, John [D-GA-5]	D · GA		Dec 18, 2007
Rep. Moran, James P. [D-VA-8]	D · VA		Dec 18, 2007
Rep. Stark, Fortney Pete [D-CA-13]	D · CA		Dec 18, 2007
Rep. Rahall, Nick J., II [D-WV-3]	D · WV		Dec 19, 2007
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Feb 7, 2008
Rep. Carson, Andre [D-IN-7]	D · IN		Apr 29, 2008

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Dec 6, 2007
Education and Workforce Committee	House	Referred to	Feb 5, 2008
Judiciary Committee	House	Referred To	Dec 6, 2007
Oversight and Government Reform Committee	House	Referred to	Dec 11, 2007

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
110 S 2419	Identical bill	Dec 6, 2007: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

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

- **Feb 5, 2008:** Referred to the Subcommittee on Workforce Protections.
- **Dec 11, 2007:** Referred to the Subcommittee on Federal Workforce, Post Office, and the District of Columbia.
- **Dec 6, 2007:** Introduced in House
- **Dec 6, 2007:** Referred to the Committee on Education and Labor, and in addition to the Committees on Oversight and Government Reform, House Administration, and the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.