

HR 1406

Working Families Flexibility Act of 2013

Congress: 113 (2013–2015, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Apr 9, 2013

Current Status: Received in the Senate and Read twice and referred to the Committee on Health, Education, Labor, and

Latest Action: Received in the Senate and Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (May 9, 2013)

Official Text: <https://www.congress.gov/bill/113th-congress/house-bill/1406>

Sponsor

Name: Rep. Roby, Martha [R-AL-2]

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

Cosponsors (168 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Kline, John [R-MN-2]	R · MN		Apr 9, 2013
Rep. McMorris Rodgers, Cathy [R-WA-5]	R · WA		Apr 9, 2013
Rep. Walberg, Tim [R-MI-7]	R · MI		Apr 9, 2013
Rep. Bachus, Spencer [R-AL-6]	R · AL		Apr 10, 2013
Rep. Black, Diane [R-TN-6]	R · TN		Apr 10, 2013
Rep. Blackburn, Marsha [R-TN-7]	R · TN		Apr 10, 2013
Rep. Bonner, Jo [R-AL-1]	R · AL		Apr 10, 2013
Rep. Brady, Kevin [R-TX-8]	R · TX		Apr 10, 2013
Rep. Brooks, Mo [R-AL-5]	R · AL		Apr 10, 2013
Rep. Brooks, Susan W. [R-IN-5]	R · IN		Apr 10, 2013
Rep. Bucshon, Larry [R-IN-8]	R · IN		Apr 10, 2013
Rep. Calvert, Ken [R-CA-42]	R · CA		Apr 10, 2013
Rep. Camp, Dave [R-MI-4]	R · MI		Apr 10, 2013
Rep. Campbell, John [R-CA-45]	R · CA		Apr 10, 2013
Rep. Carter, John R. [R-TX-31]	R · TX		Apr 10, 2013
Rep. Cassidy, Bill [R-LA-6]	R · LA		Apr 10, 2013
Rep. Coble, Howard [R-NC-6]	R · NC		Apr 10, 2013
Rep. Culberson, John Abney [R-TX-7]	R · TX		Apr 10, 2013
Rep. Ellmers, Renee L. [R-NC-2]	R · NC		Apr 10, 2013
Rep. Forbes, J. Randy [R-VA-4]	R · VA		Apr 10, 2013
Rep. Foxx, Virginia [R-NC-5]	R · NC		Apr 10, 2013
Rep. Gingrey, Phil [R-GA-11]	R · GA		Apr 10, 2013
Rep. Goodlatte, Bob [R-VA-6]	R · VA		Apr 10, 2013
Rep. Gowdy, Trey [R-SC-4]	R · SC		Apr 10, 2013
Rep. Granger, Kay [R-TX-12]	R · TX		Apr 10, 2013
Rep. Hartzler, Vicky [R-MO-4]	R · MO		Apr 10, 2013
Rep. Heck, Joseph J. [R-NV-3]	R · NV		Apr 10, 2013
Rep. Herrera Beutler, Jaime [R-WA-3]	R · WA		Apr 10, 2013
Rep. Hunter, Duncan D. [R-CA-50]	R · CA		Apr 10, 2013
Rep. Jenkins, Lynn [R-KS-2]	R · KS		Apr 10, 2013
Rep. Johnson, Sam [R-TX-3]	R · TX		Apr 10, 2013
Rep. Lucas, Frank D. [R-OK-3]	R · OK		Apr 10, 2013
Rep. McCarthy, Kevin [R-CA-23]	R · CA		Apr 10, 2013
Rep. McKeon, Howard P. "Buck" [R-CA-25]	R · CA		Apr 10, 2013
Rep. Messer, Luke [R-IN-6]	R · IN		Apr 10, 2013
Rep. Noem, Kristi L. [R-SD-At Large]	R · SD		Apr 10, 2013
Rep. Nugent, Richard B. [R-FL-11]	R · FL		Apr 10, 2013
Rep. Price, Tom [R-GA-6]	R · GA		Apr 10, 2013
Rep. Reed, Tom [R-NY-23]	R · NY		Apr 10, 2013
Rep. Roe, David P. [R-TN-1]	R · TN		Apr 10, 2013
Rep. Rogers, Mike D. [R-AL-3]	R · AL		Apr 10, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Rohrabacher, Dana [R-CA-48]	R · CA		Apr 10, 2013
Rep. Roskam, Peter J. [R-IL-6]	R · IL		Apr 10, 2013
Rep. Southerland, Steve II [R-FL-2]	R · FL		Apr 10, 2013
Rep. Thornberry, Mac [R-TX-13]	R · TX		Apr 10, 2013
Rep. Wagner, Ann [R-MO-2]	R · MO		Apr 10, 2013
Rep. Walden, Greg [R-OR-2]	R · OR		Apr 10, 2013
Rep. Walorski, Jackie [R-IN-2]	R · IN		Apr 10, 2013
Rep. Wilson, Joe [R-SC-2]	R · SC		Apr 10, 2013
Rep. Aderholt, Robert B. [R-AL-4]	R · AL		Apr 11, 2013
Rep. Alexander, Rodney [R-LA-5]	R · LA		Apr 11, 2013
Rep. Bachmann, Michele [R-MN-6]	R · MN		Apr 11, 2013
Rep. Boustany, Charles W., Jr. [R-LA-3]	R · LA		Apr 11, 2013
Rep. Bridenstine, Jim [R-OK-1]	R · OK		Apr 11, 2013
Rep. Burgess, Michael C. [R-TX-26]	R · TX		Apr 11, 2013
Rep. Cole, Tom [R-OK-4]	R · OK		Apr 11, 2013
Rep. Conaway, K. Michael [R-TX-11]	R · TX		Apr 11, 2013
Rep. Franks, Trent [R-AZ-8]	R · AZ		Apr 11, 2013
Rep. Graves, Sam [R-MO-6]	R · MO		Apr 11, 2013
Rep. Griffin, Tim [R-AR-2]	R · AR		Apr 11, 2013
Rep. Hudson, Richard [R-NC-8]	R · NC		Apr 11, 2013
Rep. Issa, Darrell E. [R-CA-49]	R · CA		Apr 11, 2013
Rep. Jordan, Jim [R-OH-4]	R · OH		Apr 11, 2013
Rep. Kelly, Mike [R-PA-3]	R · PA		Apr 11, 2013
Rep. Kingston, Jack [R-GA-1]	R · GA		Apr 11, 2013
Rep. Latta, Robert E. [R-OH-5]	R · OH		Apr 11, 2013
Rep. Lummis, Cynthia M. [R-WY-At Large]	R · WY		Apr 11, 2013
Rep. Marchant, Kenny [R-TX-24]	R · TX		Apr 11, 2013
Rep. McCaul, Michael T. [R-TX-10]	R · TX		Apr 11, 2013
Rep. McClintock, Tom [R-CA-4]	R · CA		Apr 11, 2013
Rep. McHenry, Patrick T. [R-NC-10]	R · NC		Apr 11, 2013
Rep. Miller, Jeff [R-FL-1]	R · FL		Apr 11, 2013
Rep. Paulsen, Erik [R-MN-3]	R · MN		Apr 11, 2013
Rep. Posey, Bill [R-FL-8]	R · FL		Apr 11, 2013
Rep. Rogers, Harold [R-KY-5]	R · KY		Apr 11, 2013
Rep. Rooney, Thomas J. [R-FL-17]	R · FL		Apr 11, 2013
Rep. Royce, Edward R. [R-CA-39]	R · CA		Apr 11, 2013
Rep. Sessions, Pete [R-TX-32]	R · TX		Apr 11, 2013
Rep. Smith, Lamar [R-TX-21]	R · TX		Apr 11, 2013
Rep. Terry, Lee [R-NE-2]	R · NE		Apr 11, 2013
Rep. Tiberi, Patrick J. [R-OH-12]	R · OH		Apr 11, 2013
Rep. Chaffetz, Jason [R-UT-3]	R · UT		Apr 12, 2013
Rep. Cotton, Tom [R-AR-4]	R · AR		Apr 12, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Daines, Steve [R-MT-At Large]	R · MT		Apr 12, 2013
Rep. DesJarlais, Scott [R-TN-4]	R · TN		Apr 12, 2013
Rep. Duncan, Jeff [R-SC-3]	R · SC		Apr 12, 2013
Rep. Fleischmann, Charles J. "Chuck" [R-TN-3]	R · TN		Apr 12, 2013
Rep. Gardner, Cory [R-CO-4]	R · CO		Apr 12, 2013
Rep. Graves, Tom [R-GA-14]	R · GA		Apr 12, 2013
Rep. Harper, Gregg [R-MS-3]	R · MS		Apr 12, 2013
Rep. Huizenga, Bill [R-MI-2]	R · MI		Apr 12, 2013
Rep. King, Steve [R-IA-4]	R · IA		Apr 12, 2013
Rep. Miller, Candice S. [R-MI-10]	R · MI		Apr 12, 2013
Rep. Mullin, Markwayne [R-OK-2]	R · OK		Apr 12, 2013
Rep. Rogers, Mike J. [R-MI-8]	R · MI		Apr 12, 2013
Rep. Rokita, Todd [R-IN-4]	R · IN		Apr 12, 2013
Rep. Salmon, Matt [R-AZ-5]	R · AZ		Apr 12, 2013
Rep. Scott, Austin [R-GA-8]	R · GA		Apr 12, 2013
Rep. Shuster, Bill [R-PA-9]	R · PA		Apr 12, 2013
Rep. Tipton, Scott R. [R-CO-3]	R · CO		Apr 12, 2013
Rep. Upton, Fred [R-MI-6]	R · MI		Apr 12, 2013
Rep. Weber, Randy K., Sr. [R-TX-14]	R · TX		Apr 12, 2013
Rep. Yoder, Kevin [R-KS-3]	R · KS		Apr 12, 2013
Rep. Amodei, Mark E. [R-NV-2]	R · NV		Apr 16, 2013
Rep. Cramer, Kevin [R-ND-At Large]	R · ND		Apr 16, 2013
Rep. Duffy, Sean P. [R-WI-7]	R · WI		Apr 16, 2013
Rep. Farenthold, Blake [R-TX-27]	R · TX		Apr 16, 2013
Rep. Fincher, Stephen Lee [R-TN-8]	R · TN		Apr 16, 2013
Rep. Flores, Bill [R-TX-17]	R · TX		Apr 16, 2013
Rep. Griffith, H. Morgan [R-VA-9]	R · VA		Apr 16, 2013
Rep. Guthrie, Brett [R-KY-2]	R · KY		Apr 16, 2013
Rep. Hastings, Doc [R-WA-4]	R · WA		Apr 16, 2013
Rep. Hensarling, Jeb [R-TX-5]	R · TX		Apr 16, 2013
Rep. Hurt, Robert [R-VA-5]	R · VA		Apr 16, 2013
Rep. Lankford, James [R-OK-5]	R · OK		Apr 16, 2013
Rep. Long, Billy [R-MO-7]	R · MO		Apr 16, 2013
Rep. Neugebauer, Randy [R-TX-19]	R · TX		Apr 16, 2013
Rep. Nunnelee, Alan [R-MS-1]	R · MS		Apr 16, 2013
Rep. Olson, Pete [R-TX-22]	R · TX		Apr 16, 2013
Rep. Ross, Dennis A. [R-FL-15]	R · FL		Apr 16, 2013
Rep. Simpson, Michael K. [R-ID-2]	R · ID		Apr 16, 2013
Rep. Smith, Adrian [R-NE-3]	R · NE		Apr 16, 2013
Rep. Stewart, Chris [R-UT-2]	R · UT		Apr 16, 2013
Rep. Stivers, Steve [R-OH-15]	R · OH		Apr 16, 2013
Rep. Westmoreland, Lynn A. [R-GA-3]	R · GA		Apr 16, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Womack, Steve [R-AR-3]	R · AR		Apr 16, 2013
Rep. Woodall, Rob [R-GA-7]	R · GA		Apr 16, 2013
Rep. Young, Todd [R-IN-9]	R · IN		Apr 16, 2013
Rep. Bentivolio, Kerry L. [R-MI-11]	R · MI		Apr 17, 2013
Rep. Bishop, Rob [R-UT-1]	R · UT		Apr 17, 2013
Rep. Coffman, Mike [R-CO-6]	R · CO		Apr 17, 2013
Rep. Collins, Chris [R-NY-27]	R · NY		Apr 17, 2013
Rep. Crawford, Eric A. "Rick" [R-AR-1]	R · AR		Apr 17, 2013
Rep. DeSantis, Ron [R-FL-6]	R · FL		Apr 17, 2013
Rep. Garrett, Scott [R-NJ-5]	R · NJ		Apr 17, 2013
Rep. Gibbs, Bob [R-OH-7]	R · OH		Apr 17, 2013
Rep. Harris, Andy [R-MD-1]	R · MD		Apr 17, 2013
Rep. Holding, George [R-NC-13]	R · NC		Apr 17, 2013
Rep. Johnson, Bill [R-OH-6]	R · OH		Apr 17, 2013
Rep. Labrador, Raul R. [R-ID-1]	R · ID		Apr 17, 2013
Rep. Latham, Tom [R-IA-3]	R · IA		Apr 17, 2013
Rep. Meadows, Mark [R-NC-11]	R · NC		Apr 17, 2013
Rep. Mulvaney, Mick [R-SC-5]	R · SC		Apr 17, 2013
Rep. Nunes, Devin [R-CA-22]	R · CA		Apr 17, 2013
Rep. Reichert, David G. [R-WA-8]	R · WA		Apr 17, 2013
Rep. Ribble, Reid J. [R-WI-8]	R · WI		Apr 17, 2013
Rep. Stutzman, Marlin A. [R-IN-3]	R · IN		Apr 17, 2013
Rep. Thompson, Glenn [R-PA-5]	R · PA		Apr 17, 2013
Rep. Valadao, David G. [R-CA-21]	R · CA		Apr 17, 2013
Rep. Wittman, Robert J. [R-VA-1]	R · VA		Apr 17, 2013
Rep. Buchanan, Vern [R-FL-16]	R · FL		Apr 19, 2013
Rep. Fortenberry, Jeff [R-NE-1]	R · NE		Apr 19, 2013
Rep. Hall, Ralph M. [R-TX-4]	R · TX		Apr 19, 2013
Rep. Scalise, Steve [R-LA-1]	R · LA		Apr 19, 2013
Rep. Sensenbrenner, F. James, Jr. [R-WI-5]	R · WI		Apr 19, 2013
Rep. Fleming, John [R-LA-4]	R · LA		Apr 23, 2013
Rep. Gohmert, Louie [R-TX-1]	R · TX		Apr 23, 2013
Rep. Pearce, Stevan [R-NM-2]	R · NM		Apr 23, 2013
Rep. Lamborn, Doug [R-CO-5]	R · CO		Apr 25, 2013
Rep. Rothfus, Keith J. [R-PA-12]	R · PA		Apr 25, 2013
Rep. Webster, Daniel [R-FL-10]	R · FL		Apr 25, 2013
Rep. Gosar, Paul A. [R-AZ-4]	R · AZ		Apr 26, 2013
Rep. Pompeo, Mike [R-KS-4]	R · KS		Apr 26, 2013
Rep. Ryan, Paul [R-WI-1]	R · WI		Apr 26, 2013
Rep. Schweikert, David [R-AZ-6]	R · AZ		Apr 26, 2013
Rep. Stockman, Steve [R-TX-36]	R · TX		Apr 26, 2013
Rep. Collins, Doug [R-GA-9]	R · GA		Apr 30, 2013

Cosponsor	Party / State	Role	Date Joined
Rep. Huelskamp, Tim [R-KS-1]	R · KS		Apr 30, 2013

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Reported By	Apr 30, 2013
Health, Education, Labor, and Pensions Committee	Senate	Referred To	May 9, 2013

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
113 S 1626	Related bill	Nov 5, 2013: Sponsor introductory remarks on measure. (CR S7803)
113 S 1623	Related bill	Oct 30, 2013: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
113 HRES 198	Procedurally related	May 7, 2013: Motion to reconsider laid on the table Agreed to without objection.

Summary (as of May 8, 2013)

Working Families Flexibility Act of 2013 - Amends the Fair Labor Standards Act of 1938 to authorize private employers to provide compensatory time off to private employees at a rate of 1 1/2 hours per hour of employment for which overtime compensation is required. Authorizes an employer to provide compensatory time only if it is in accordance with an applicable collective bargaining agreement or, in the absence of such an agreement, an agreement between the employer and employee.

Prohibits an employee from accruing more than 160 hours of compensatory time. Requires an employee's employer to provide monetary compensation, after the end of a calendar year, for any unused compensatory time off accrued during the preceding year.

Requires an employer to give employees 30-day notice before discontinuing compensatory time off.

Prohibits an employer from intimidating, threatening, or coercing an employee in order to: (1) interfere with the employee's right to request or not to request compensatory time off in lieu of payment of monetary overtime compensation, or (2) require an employee to use such compensatory time.

Makes an employer who violates such requirements liable to the affected employee in the amount of the compensation rate for each hour of compensatory time accrued, plus an additional equal amount as liquidated damages, reduced for each hour of compensatory time used.

Directs the Comptroller General (GAO) to report to Congress on: (1) the extent to which employers provide compensatory time off and employees opt to receive it; (2) the number of complaints filed by an employee with the Secretary of Labor alleging a violation of the requirements as well as enforcement actions commenced by the Secretary on behalf of an aggrieved employee; (3) the disposition of such complaints and actions; and (4) any unpaid wages, damages, penalties, injunctive relief, or other remedies sought by the Secretary in connection with such actions.

Actions Timeline

- **May 9, 2013:** Received in the Senate and Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
- **May 8, 2013:** Considered under the provisions of rule H. Res. 198. (consideration: CR H2502-2522; text of measure as reported in House: CR H2502-2503)
- **May 8, 2013:** Rule provides for consideration of H.R. 1406 with 1 hour of general debate. Previous question shall be considered as ordered without intervening motions except motion to recommit with or without instructions. Measure will be considered read. A specified amendment is in order.
- **May 8, 2013:** DEBATE - The House proceeded with one hour of debate on H.R. 1406.
- **May 8, 2013:** DEBATE - Pursuant to the provisions of H.Res. 198, the House proceeded with 10 minutes of debate on the Gibson amendment.
- **May 8, 2013:** POSTPONED PROCEEDINGS - At the conclusion of debate on the Gibson amendment, the Chair put the question on adoption of the amendment and by voice vote announced that the ayes had prevailed. Mr. Courtney demanded the yeas and nays and the Chair postponed further proceedings on the question of adoption of the amendment until later in the legislative day.
- **May 8, 2013:** Considered as unfinished business. (consideration: CR H2519-2523)
- **May 8, 2013:** Ms. Shea-Porter moved to recommit with instructions to Education and the Workforce. (consideration: CR H2520-2521; text: CR H2520)
- **May 8, 2013:** DEBATE - The House proceeded with 10 minutes of debate on the Shea-Porter motion to recommit with instructions. The instructions contained in the motion seek to require the bill to be reported back to the House with an amendment to ensure that employees could not be denied the use of compensatory time for the following purposes: (1) to attend medical appointments; (2) to care for a sick family member or if the employee is sick; or (3) to attend counseling or rehabilitation appointments for injuries sustained by the employee as a member of the Armed Forces. The motion would also prohibit employers who have been found to violate the Equal Pay Act of 1963 from replacing monetary overtime with compensatory time.
- **May 8, 2013:** The previous question on the motion to recommit with instructions was ordered without objection. (consideration: CR H2521)
- **May 8, 2013:** On motion to recommit with instructions Failed by recorded vote: 200 - 227 (Roll no. 136).
- **May 8, 2013:** Passed/agreed to in House: On passage Passed by recorded vote: 223 - 204 (Roll no. 137).
- **May 8, 2013:** On passage Passed by recorded vote: 223 - 204 (Roll no. 137).
- **May 8, 2013:** Motion to reconsider laid on the table Agreed to without objection.
- **May 7, 2013:** Rule H. Res. 198 passed House.
- **May 6, 2013:** Rules Committee Resolution H. Res. 198 Reported to House. Rule provides for consideration of H.R. 1406 with 1 hour of general debate. Previous question shall be considered as ordered without intervening motions except motion to recommit with or without instructions. Measure will be considered read. A specified amendment is in order.
- **Apr 30, 2013:** Reported (Amended) by the Committee on Education and the Workforce. H. Rept. 113-49.
- **Apr 30, 2013:** Placed on the Union Calendar, Calendar No. 30.
- **Apr 17, 2013:** Committee Consideration and Mark-up Session Held.
- **Apr 17, 2013:** Ordered to be Reported (Amended).
- **Apr 11, 2013:** Committee Hearings Held.
- **Apr 9, 2013:** Introduced in House
- **Apr 9, 2013:** Referred to the House Committee on Education and the Workforce.