S 1623

Working Families Flexibility Act of 2013

Congress: 113 (2013–2015, Ended)
Chamber: Senate
Policy Area: Labor and Employment
Introduced: Oct 30, 2013
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. (Oct 30, 2013)
Official Text: https://www.congress.gov/bill/113th-congress/senate-bill/1623

Sponsor

Name: Sen. Lee, Mike [R-UT]
Party: Republican • **State:** UT • **Chamber:** Senate

Cosponsors (13 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Coburn, Tom [R-OK]	R · OK		Oct 30, 2013
Sen. Cruz, Ted [R-TX]	R · TX		Oct 30, 2013
Sen. Hatch, Orrin G. [R-UT]	R · UT		Oct 30, 2013
Sen. Johnson, Ron [R-WI]	R · WI		Oct 30, 2013
Sen. Paul, Rand [R-KY]	R · KY		Oct 30, 2013
Sen. Risch, James E. [R-ID]	R · ID		Oct 30, 2013
Sen. Roberts, Pat [R-KS]	R · KS		Oct 30, 2013
Sen. Rubio, Marco [R-FL]	R · FL		Oct 30, 2013
Sen. Burr, Richard [R-NC]	R · NC		Nov 5, 2013
Sen. Barrasso, John [R-WY]	R · WY		Nov 20, 2013
Sen. Scott, Tim [R-SC]	R · SC		Jan 13, 2014
Sen. Toomey, Patrick [R-PA]	R · PA		Apr 2, 2014
Sen. Blunt, Roy [R-MO]	R · MO		Nov 13, 2014

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Oct 30, 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 HR 1406	Related bill	**May 9, 2013:** Received in the Senate and Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Summary (as of Oct 30, 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 every three years 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

- **Oct 30, 2013:** Introduced in Senate
- **Oct 30, 2013:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

LegiList

CONGRESS, MADE CLEAR.

Search Every Federal Bill, Law, and Vote

LegiList is the fastest way to research Congress. Track any bill from introduction to enactment, see how every legislator voted, follow committee activity, and read the full text of every bill — all in one place, always up to date.

legilist.com

Free Course: Learn How Congress Actually Works

LegiList Learn is a free, self-paced course that walks through the entire legislative process — from drafting a bill to a presidential signature. Seven modules, plain language, no politics. Earn a certificate when you finish.

legilist.com/learn

Developer API: Build Apps on Legislative Data

The LegiList API gives developers direct access to bills, votes, legislators, committees, and more. Start free with 1,000 requests per day — no credit card required. Upgrade to Pro when you need to scale.

legilist.com/api

Public data belongs to the public. — legilist.com