

## HR 465

Working Families Flexibility Act of 2015

**Congress:** 114 (2015–2017, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Jan 22, 2015

**Current Status:** Referred to the Subcommittee on Workforce Protections.

**Latest Action:** Referred to the Subcommittee on Workforce Protections. (Apr 29, 2015)

**Official Text:** <https://www.congress.gov/bill/114th-congress/house-bill/465>

### Sponsor

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

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

**Cosponsors** (157 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Aderholt, Robert B. [R-AL-4]	R · AL		Jan 22, 2015
Rep. Barletta, Lou [R-PA-11]	R · PA		Jan 22, 2015
Rep. Black, Diane [R-TN-6]	R · TN		Jan 22, 2015
Rep. Blackburn, Marsha [R-TN-7]	R · TN		Jan 22, 2015
Rep. Blum, Rod [R-IA-1]	R · IA		Jan 22, 2015
Rep. Brooks, Mo [R-AL-5]	R · AL		Jan 22, 2015
Rep. Brooks, Susan W. [R-IN-5]	R · IN		Jan 22, 2015
Rep. Byrne, Bradley [R-AL-1]	R · AL		Jan 22, 2015
Rep. Comstock, Barbara [R-VA-10]	R · VA		Jan 22, 2015
Rep. DeSantis, Ron [R-FL-6]	R · FL		Jan 22, 2015
Rep. Dold, Robert J. [R-IL-10]	R · IL		Jan 22, 2015
Rep. Duffy, Sean P. [R-WI-7]	R · WI		Jan 22, 2015
Rep. Ellmers, Renee L. [R-NC-2]	R · NC		Jan 22, 2015
Rep. Foxx, Virginia [R-NC-5]	R · NC		Jan 22, 2015
Rep. Granger, Kay [R-TX-12]	R · TX		Jan 22, 2015
Rep. Hartzler, Vicky [R-MO-4]	R · MO		Jan 22, 2015
Rep. Herrera Beutler, Jaime [R-WA-3]	R · WA		Jan 22, 2015
Rep. Hill, J. French [R-AR-2]	R · AR		Jan 22, 2015
Rep. Huizenga, Bill [R-MI-2]	R · MI		Jan 22, 2015
Rep. Jenkins, Lynn [R-KS-2]	R · KS		Jan 22, 2015
Rep. Kline, John [R-MN-2]	R · MN		Jan 22, 2015
Rep. Labrador, Raul R. [R-ID-1]	R · ID		Jan 22, 2015
Rep. Loudermilk, Barry [R-GA-11]	R · GA		Jan 22, 2015
Rep. Love, Mia B. [R-UT-4]	R · UT		Jan 22, 2015
Rep. Lummis, Cynthia M. [R-WY-At Large]	R · WY		Jan 22, 2015
Rep. McHenry, Patrick T. [R-NC-10]	R · NC		Jan 22, 2015
Rep. McMorris Rodgers, Cathy [R-WA-5]	R · WA		Jan 22, 2015
Rep. McSally, Martha [R-AZ-2]	R · AZ		Jan 22, 2015
Rep. Meadows, Mark [R-NC-11]	R · NC		Jan 22, 2015
Rep. Messer, Luke [R-IN-6]	R · IN		Jan 22, 2015
Rep. Mica, John L. [R-FL-7]	R · FL		Jan 22, 2015
Rep. Miller, Candice S. [R-MI-10]	R · MI		Jan 22, 2015
Rep. Moolenaar, John R. [R-MI-4]	R · MI		Jan 22, 2015
Rep. Mullin, Markwayne [R-OK-2]	R · OK		Jan 22, 2015
Rep. Noem, Kristi L. [R-SD-At Large]	R · SD		Jan 22, 2015
Rep. Palmer, Gary J. [R-AL-6]	R · AL		Jan 22, 2015
Rep. Roe, David P. [R-TN-1]	R · TN		Jan 22, 2015
Rep. Rogers, Mike D. [R-AL-3]	R · AL		Jan 22, 2015
Rep. Ryan, Paul D. [R-WI-1]	R · WI		Jan 22, 2015
Rep. Salmon, Matt [R-AZ-5]	R · AZ		Jan 22, 2015
Rep. Schock, Aaron [R-IL-18]	R · IL		Jan 22, 2015

Cosponsor	Party / State	Role	Date Joined
Rep. Shuster, Bill [R-PA-9]	R · PA		Jan 22, 2015
Rep. Stefanik, Elise M. [R-NY-21]	R · NY		Jan 22, 2015
Rep. Thompson, Glenn [R-PA-5]	R · PA		Jan 22, 2015
Rep. Wagner, Ann [R-MO-2]	R · MO		Jan 22, 2015
Rep. Walberg, Tim [R-MI-7]	R · MI		Jan 22, 2015
Rep. Walorski, Jackie [R-IN-2]	R · IN		Jan 22, 2015
Rep. Walters, Mimi [R-CA-45]	R · CA		Jan 22, 2015
Rep. Yoder, Kevin [R-KS-3]	R · KS		Jan 22, 2015
Rep. Bost, Mike [R-IL-12]	R · IL		Jan 26, 2015
Rep. Bridenstine, Jim [R-OK-1]	R · OK		Jan 26, 2015
Rep. Buck, Ken [R-CO-4]	R · CO		Jan 26, 2015
Rep. DesJarlais, Scott [R-TN-4]	R · TN		Jan 26, 2015
Rep. Gowdy, Trey [R-SC-4]	R · SC		Jan 26, 2015
Rep. Grothman, Glenn [R-WI-6]	R · WI		Jan 26, 2015
Rep. Hunter, Duncan D. [R-CA-50]	R · CA		Jan 26, 2015
Rep. McCaul, Michael T. [R-TX-10]	R · TX		Jan 26, 2015
Rep. Ratcliffe, John [R-TX-4]	R · TX		Jan 26, 2015
Rep. Scott, Austin [R-GA-8]	R · GA		Jan 26, 2015
Rep. Sessions, Pete [R-TX-32]	R · TX		Jan 26, 2015
Rep. Allen, Rick W. [R-GA-12]	R · GA		Feb 2, 2015
Rep. Amodei, Mark E. [R-NV-2]	R · NV		Feb 2, 2015
Rep. Bishop, Mike [R-MI-8]	R · MI		Feb 2, 2015
Rep. Bishop, Rob [R-UT-1]	R · UT		Feb 2, 2015
Rep. Crawford, Eric A. "Rick" [R-AR-1]	R · AR		Feb 2, 2015
Rep. Curbelo, Carlos [R-FL-26]	R · FL		Feb 2, 2015
Rep. Fincher, Stephen Lee [R-TN-8]	R · TN		Feb 2, 2015
Rep. Gohmert, Louie [R-TX-1]	R · TX		Feb 2, 2015
Rep. Griffith, H. Morgan [R-VA-9]	R · VA		Feb 2, 2015
Rep. Guthrie, Brett [R-KY-2]	R · KY		Feb 2, 2015
Rep. Hudson, Richard [R-NC-8]	R · NC		Feb 2, 2015
Rep. Long, Billy [R-MO-7]	R · MO		Feb 2, 2015
Rep. Mooney, Alexander X. [R-WV-2]	R · WV		Feb 2, 2015
Rep. Nugent, Richard B. [R-FL-11]	R · FL		Feb 2, 2015
Rep. Paulsen, Erik [R-MN-3]	R · MN		Feb 2, 2015
Rep. Schweikert, David [R-AZ-6]	R · AZ		Feb 2, 2015
Rep. Valadao, David G. [R-CA-21]	R · CA		Feb 2, 2015
Rep. Wilson, Joe [R-SC-2]	R · SC		Feb 2, 2015
Rep. Young, Todd [R-IN-9]	R · IN		Feb 2, 2015
Rep. Goodlatte, Bob [R-VA-6]	R · VA		Feb 4, 2015
Rep. Ribble, Reid J. [R-WI-8]	R · WI		Feb 4, 2015
Rep. Olson, Pete [R-TX-22]	R · TX		Feb 10, 2015
Rep. Stewart, Chris [R-UT-2]	R · UT		Feb 10, 2015

Cosponsor	Party / State	Role	Date Joined
Rep. Stivers, Steve [R-OH-15]	R · OH		Feb 10, 2015
Rep. Culberson, John Abney [R-TX-7]	R · TX		Feb 11, 2015
Rep. Rothfus, Keith J. [R-PA-12]	R · PA		Feb 11, 2015
Rep. Wittman, Robert J. [R-VA-1]	R · VA		Feb 11, 2015
Rep. Bucshon, Larry [R-IN-8]	R · IN		Feb 25, 2015
Rep. Coffman, Mike [R-CO-6]	R · CO		Feb 25, 2015
Rep. Cramer, Kevin [R-ND-At Large]	R · ND		Feb 25, 2015
Rep. Hensarling, Jeb [R-TX-5]	R · TX		Feb 25, 2015
Rep. Kelly, Mike [R-PA-3]	R · PA		Feb 25, 2015
Rep. Pompeo, Mike [R-KS-4]	R · KS		Feb 25, 2015
Rep. Webster, Daniel [R-FL-10]	R · FL		Feb 25, 2015
Rep. Young, David [R-IA-3]	R · IA		Feb 25, 2015
Rep. Lucas, Frank D. [R-OK-3]	R · OK		Feb 27, 2015
Rep. Rooney, Thomas J. [R-FL-17]	R · FL		Feb 27, 2015
Rep. Farenthold, Blake [R-TX-27]	R · TX		Mar 16, 2015
Rep. Fleischmann, Charles J. "Chuck" [R-TN-3]	R · TN		Mar 16, 2015
Rep. Gosar, Paul A. [R-AZ-4]	R · AZ		Mar 16, 2015
Rep. Harper, Gregg [R-MS-3]	R · MS		Mar 16, 2015
Rep. Hurt, Robert [R-VA-5]	R · VA		Mar 16, 2015
Rep. McClintock, Tom [R-CA-4]	R · CA		Mar 16, 2015
Rep. Russell, Steve [R-OK-5]	R · OK		Mar 16, 2015
Rep. Sensenbrenner, F. James, Jr. [R-WI-5]	R · WI		Mar 19, 2015
Rep. Forbes, J. Randy [R-VA-4]	R · VA		Mar 26, 2015
Rep. Carter, Earl L. "Buddy" [R-GA-1]	R · GA		Apr 13, 2015
Rep. Upton, Fred [R-MI-6]	R · MI		Apr 13, 2015
Rep. Cole, Tom [R-OK-4]	R · OK		Apr 14, 2015
Rep. Miller, Jeff [R-FL-1]	R · FL		Apr 22, 2015
Rep. Tipton, Scott R. [R-CO-3]	R · CO		Apr 22, 2015
Rep. Trott, David A. [R-MI-11]	R · MI		Apr 22, 2015
Rep. Brady, Kevin [R-TX-8]	R · TX		Apr 30, 2015
Rep. Flores, Bill [R-TX-17]	R · TX		Apr 30, 2015
Rep. Graves, Sam [R-MO-6]	R · MO		Apr 30, 2015
Rep. Graves, Tom [R-GA-14]	R · GA		Apr 30, 2015
Rep. Huelskamp, Tim [R-KS-1]	R · KS		Apr 30, 2015
Rep. Price, Tom [R-GA-6]	R · GA		Apr 30, 2015
Rep. Reed, Tom [R-NY-23]	R · NY		Apr 30, 2015
Rep. Rogers, Harold [R-KY-5]	R · KY		Apr 30, 2015
Rep. Simpson, Michael K. [R-ID-2]	R · ID		Apr 30, 2015
Rep. Westmoreland, Lynn A. [R-GA-3]	R · GA		Apr 30, 2015
Rep. Womack, Steve [R-AR-3]	R · AR		Apr 30, 2015
Rep. Benishek, Dan [R-MI-1]	R · MI		May 1, 2015
Rep. Heck, Joseph J. [R-NV-3]	R · NV		May 21, 2015

Cosponsor	Party / State	Role	Date Joined
Rep. Rokita, Todd [R-IN-4]	R · IN		Jun 1, 2015
Rep. Poe, Ted [R-TX-2]	R · TX		Jun 2, 2015
Rep. King, Steve [R-IA-4]	R · IA		Jun 10, 2015
Rep. Johnson, Bill [R-OH-6]	R · OH		Jun 11, 2015
Rep. Rigell, E. Scott [R-VA-2]	R · VA		Jun 11, 2015
Rep. Rouzer, David [R-NC-7]	R · NC		Jun 11, 2015
Rep. Westerman, Bruce [R-AR-4]	R · AR		Jun 18, 2015
Rep. Boustany, Charles W., Jr. [R-LA-3]	R · LA		Jun 24, 2015
Rep. Fortenberry, Jeff [R-NE-1]	R · NE		Jun 25, 2015
Rep. Smith, Lamar [R-TX-21]	R · TX		Jun 25, 2015
Rep. Burgess, Michael C. [R-TX-26]	R · TX		Jul 8, 2015
Rep. Harris, Andy [R-MD-1]	R · MD		Jul 8, 2015
Rep. Smith, Adrian [R-NE-3]	R · NE		Jul 8, 2015
Rep. Davis, Rodney [R-IL-13]	R · IL		Jul 9, 2015
Rep. Emmer, Tom [R-MN-6]	R · MN		Oct 20, 2015
Rep. Fleming, John [R-LA-4]	R · LA		Nov 5, 2015
Rep. Garrett, Scott [R-NJ-5]	R · NJ		Nov 5, 2015
Rep. Duncan, Jeff [R-SC-3]	R · SC		Nov 30, 2015
Rep. Zeldin, Lee M. [R-NY-1]	R · NY		Nov 30, 2015
Rep. Collins, Chris [R-NY-27]	R · NY		Dec 10, 2015
Rep. Latta, Robert E. [R-OH-5]	R · OH		Dec 15, 2015
Rep. Pearce, Stevan [R-NM-2]	R · NM		Dec 15, 2015
Rep. Hardy, Cresent [R-NV-4]	R · NV		Jan 7, 2016
Rep. Newhouse, Dan [R-WA-4]	R · WA		Jan 7, 2016
Rep. Renacci, James B. [R-OH-16]	R · OH		Mar 1, 2016
Rep. Brat, Dave [R-VA-7]	R · VA		Mar 15, 2016
Rep. Franks, Trent [R-AZ-8]	R · AZ		Mar 15, 2016
Rep. Rohrabacher, Dana [R-CA-48]	R · CA		Jun 13, 2016
Rep. Nunes, Devin [R-CA-22]	R · CA		Jun 21, 2016
Rep. Roskam, Peter J. [R-IL-6]	R · IL		Jul 12, 2016
Rep. Barr, Andy [R-KY-6]	R · KY		Sep 13, 2016
Rep. Poliquin, Bruce [R-ME-2]	R · ME		Sep 28, 2016

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Apr 29, 2015

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

## Related Bills

Bill	Relationship	Last Action
114 S 233	Related bill	<b>Jan 22, 2015:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

## Summary (as of Jan 22, 2015)

### Working Families Flexibility Act of 2015

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 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

- **Apr 29, 2015:** Referred to the Subcommittee on Workforce Protections.
- **Jan 22, 2015:** Introduced in House
- **Jan 22, 2015:** Referred to the House Committee on Education and the Workforce.