

## HR 1980

Working Families Flexibility Act of 2021

**Congress:** 117 (2021–2023, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Mar 17, 2021

**Current Status:** Referred to the House Committee on Education and Labor.

**Latest Action:** Referred to the House Committee on Education and Labor. (Mar 17, 2021)

**Official Text:** <https://www.congress.gov/bill/117th-congress/house-bill/1980>

### Sponsor

**Name:** Rep. Miller, Mary E. [R-IL-15]

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

### Cosponsors (12 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Armstrong, Kelly [R-ND-At Large]	R · ND		Mar 17, 2021
Rep. Baird, James R. [R-IN-4]	R · IN		Mar 17, 2021
Rep. Barr, Andy [R-KY-6]	R · KY		Mar 17, 2021
Rep. Budd, Ted [R-NC-13]	R · NC		Mar 17, 2021
Rep. Franklin, C. Scott [R-FL-15]	R · FL		Mar 17, 2021
Rep. Guthrie, Brett [R-KY-2]	R · KY		Mar 17, 2021
Rep. Herrell, Yvette [R-NM-2]	R · NM		Mar 17, 2021
Rep. Issa, Darrell E. [R-CA-50]	R · CA		Mar 17, 2021
Rep. Jacobs, Chris [R-NY-27]	R · NY		Mar 17, 2021
Rep. Owens, Burgess [R-UT-4]	R · UT		Mar 17, 2021
Rep. Stivers, Steve [R-OH-15]	R · OH		Mar 17, 2021
Rep. Carter, Earl L. "Buddy" [R-GA-1]	R · GA		Mar 23, 2021

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Mar 17, 2021

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
117 S 247	Identical bill	<b>Feb 4, 2021:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

## **Working Families Flexibility Act of 2021**

This bill revises requirements for the receipt of compensatory time off for private sector employees.

Specifically, the bill authorizes private employers to provide compensatory time off to their employees at a rate of one and one-half hours for each hour of employment for which overtime compensation otherwise is required; employees may accrue a maximum of 160 hours of compensatory time.

Employers are prohibited from interfering with an employee's right to or not request compensatory time off in lieu of payment of overtime compensation or from requiring an employee to use such compensatory time, and must give their employees 30-days notice before discontinuing a compensatory time policy.

Employers are liable to employees for damages from violations of these requirements.

## **Actions Timeline**

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- **Mar 17, 2021:** Introduced in House
- **Mar 17, 2021:** Referred to the House Committee on Education and Labor.

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