

HR 4248

Workflex in the 21st Century Act

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Jun 30, 2021

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

Latest Action: Referred to the House Committee on Education and Labor. (Jun 30, 2021)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/4248>

Sponsor

Name: Rep. Miller-Meeks, Mariannette [R-IA-2]

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

Cosponsors (4 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Foxx, Virginia [R-NC-5]	R · NC		Jun 30, 2021
Rep. McMorris Rodgers, Cathy [R-WA-5]	R · WA		Jun 30, 2021
Rep. Thompson, Glenn [R-PA-15]	R · PA		Jun 30, 2021
Rep. Walberg, Tim [R-MI-7]	R · MI		Jun 30, 2021

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Jun 30, 2021

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

No related bills are listed.

Workflex in the 21st Century Act

This bill establishes a voluntary option under which employers who provide flexible workplace arrangement plans that include a combination of paid leave and flexible work options are exempt from certain state and local laws regarding employee benefits.

A flexible workplace arrangement plan must provide all employees with a minimum amount of paid leave per year that ranges from 12 to 20 days, depending on the size of the employer and the tenure of the employee.

The plan must also provide employees that meet certain service requirements with at least one of the following flexible work options:

- a biweekly work program,
- a compressed work schedule,
- a remote work program,
- a job sharing program,
- flexible scheduling, or
- predictable scheduling.

The bill also specifies various requirements for paid leave and the flexible work options.

Actions Timeline

- **Jun 30, 2021:** Introduced in House
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