



April 26, 2017

The Honorable Martha Roby
U.S. House of Representatives
442 Cannon House Office Building
Washington, DC 20515

Dear Representative Roby:

On behalf of the National Federation of Independent Business (NFIB), the nation's leading small business advocacy organization, I am writing in support of H.R. 1180, the *Working Families Flexibility Act*. This legislation provides additional workplace flexibility by extending the benefits of compensatory time to small business owners and employees.

NFIB supports legislation to remove obstacles that prevent employers from providing increased flexibility to their employees. H.R. 1180 accomplishes this goal by allowing private-sector employers to offer a benefit currently enjoyed by public-sector employers and employees. This legislation allows employees the choice of taking time-and-a-half compensatory time as payment in place of overtime hours. It is important to stress that if an employer chooses to offer compensatory time, the offering is completely voluntary for employees, and at any time employees can change their mind and receive overtime compensation in cash.

According to an NFIB member ballot, an overwhelming number of small business owners favor reform of the Fair Labor Standards Act (FLSA) to allow more flexibility in the workplace. H.R. 1180 provides such flexibility. A growing number of employees report challenges in negotiating the dual demands of work and family, and adopting workplace flexibility strategies, without additional costs, will help small employers compete with their larger counterparts as they work to recruit and retain valuable employees.

The *Working Families Flexibility Act* is a common-sense, family-friendly piece of legislation that is a win-win for employers and employees. NFIB looks forward to working with you on this critical issue in the 115th Congress.

Sincerely,

A handwritten signature in black ink that reads "Juanita D. Duggan". The signature is fluid and cursive, written in a professional style.

Juanita D. Duggan
President & CEO
NFIB