



# EMPLOYERS FOR FLEXIBILITY

July 23, 2018

The Honorable Tim Walberg  
Chairman  
Subcommittee on Health, Employment, Labor,  
and Pensions  
2176 Rayburn House Office Building  
Washington, D.C. 20515

The Honorable Gregorio Sablan  
Ranking Member  
Subcommittee on Health, Employment, Labor,  
and Pensions  
2101 Rayburn House Office Building  
Washington, D.C. 20515

Dear Chairman Walberg and Ranking Member Sablan,

On behalf of Employers for Flexibility (E4F) and the undersigned organizations representing small and large businesses, institutions of higher education, and retailers, we write in strong support of H.R. 4219, the Workflex in the 21<sup>st</sup> Century Act, and urge you to support this legislation. The bill would encourage more employers to offer paid leave and flexible work arrangements to all employees.

E4F believes that the workplace is best served when employers and employees can determine when, where and how work is to be done, while accounting for differences in work environments, employer size and industries. E4F is dedicated to advancing creative policy options that allow the 21<sup>st</sup> Century Workplace to thrive, including legislation that encourages employers to adopt programs that meet the work-life needs of their employees and increase organizational success.

H.R. 4219 incorporates these principles by allowing employers to voluntarily offer employees a qualified flexible work arrangement plan under the Employee Retirement Income Security Act (ERISA) that includes a federal standard of paid time off and options for flexible work arrangements, such as telecommuting or compressed work schedules. This ERISA-covered plan would enable employers to provide uniform paid leave and other workflex offerings.

Large and small employers are finding the different conflicting leave mandates to be a severe administrative burden and would benefit from having one leave policy they could use wherever they operate. These employers understand that providing paid leave for their employees benefits both the employees and employer. However, having to satisfy different mandates means they must maintain separate leave policies which creates tremendous difficulties and results in employers expending extra resources that could be better spent providing more generous benefits or on reinvestments.

E4F applauds Representative Mimi Walters (R-CA) for her leadership in introducing this 21<sup>st</sup> Century Workflex policy that works for employers and employees, helping them meet work-life and organizational needs. We urge you to support H.R. 4219, the Workflex in the 21<sup>st</sup> Century Act as it moves through the legislative process and is brought before the full U.S. House of Representatives. Thank you for your consideration.

Sincerely,

Employers for Flexibility

And

College and University Professional Association for Human Resources  
HR Policy Association  
National Association of Manufacturers  
National Association of Wholesaler-Distributors  
National Association of Women Business Owners  
National Restaurant Association  
National Retail Federation  
Retail Industry Leaders Association  
Society for Human Resource Management  
U.S. Chamber of Commerce

CC: U.S. House Education and the Workforce Committee