

Workplace Flexibility in the 21st Century Act (“Workflex”)
H.R. 4219

Why Workflex?

- Studies find that employees are demanding a better work-life balance.
- Employers are offering paid leave and flexible work arrangements to recruit and retain talented employees.
- A patchwork of eight states and more than 30 localities have paid leave mandates that create disparities among employees and compliance issues for employers.
- Mandates force employers to make trade-offs that are detrimental to employees, such as wage stagnation or decreased investment in workforce development.

What is Workflex?

- A voluntary federal program (Qualified Flexible Work Arrangement Plan (QFWA)) that an employer may adopt in order to offer employees compensable (paid) leave and workflex options.
 - Adoption of a QFWA would satisfy state and local paid leave mandates.
- Benefits to employees in participating companies:
 - **Compensable Leave**
 - All full- and part-time employees receive compensable leave.
 - Amount of leave is determined by the number of employees and each employee’s years of service with that employer.
 - Employees may use their compensable leave for any reason they choose.
 - **Workflex Options**
 - Employees must be offered at least one of six workflex options:
 - Biweekly scheduling; compressed scheduling; flexible scheduling; predictable scheduling; telework; or job sharing.
 - An employee may choose to participate in a workflex option and may discontinue use of a workflex option at any time.
 - Acceptance of a workflex option may not be a condition of employment.

Common-Sense Solution

- No mandates – voluntary for both employee and employer.
- No entitlements.
- No cost to taxpayers.

Groups Supporting

- Society for Human Resource Management (SHRM)
- U.S. Chamber of Commerce
- National Association of Manufacturers (NAM)
- HR Policy Association
- College and University Professional Association for Human Resources (CUPA-HR)
- National Association of Women Business Owners
- National Association of Wholesaler-Distributors
- American Benefits Council