



May 6, 2013

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

Dear Representative Roby:

On behalf of the American Hospital Association (AHA), representing more than 5,000 hospitals, health systems and other health care organizations, as well as its 42,000 individual members, and the American Society for Healthcare Human Resources Administration (ASHHRA) representing 3,500 human resource leaders in hospitals and other health care facilities nationwide, we wish to express our support for H.R. 1406, the Working Families Flexibility Act of 2013.

The Working Families Flexibility Act would amend the Fair Labor Standards Act of 1938 to allow private sector employers to offer their employees the added option of taking paid time off in lieu of cash wages for overtime hours worked. Under current law, the option of taking compensatory time in lieu of cash wages is only available to federal, state, and local government workers. H.R. 1406 would extend to private sector workers the benefit that has long been enjoyed by government employees.

The measure also includes a variety of employee protections for those who choose to participate in a compensatory time program. For example, the employee may, at any time, reconsider how he or she wishes to receive overtime compensation, and any "banked" compensatory time hours not used at the end of the year are automatically paid out to the employee in cash.

America's hospitals recognize and appreciate the compassion, hard work and dedication their employees demonstrate in caring for patients and communities, which is why hospitals view employee relations as a top priority. The ability to offer our employees more flexibility and more control over their time – provided that the time off does not unduly disrupt patient care -- while minimizing the administrative burden for employees and employers alike, is important to health care providers.

We look forward to working with you to ensure passage of H.R. 1406.

Sincerely,

Rick Pollack
Executive Vice President
American Hospital Association

Stephanie Drake
Executive Director
American Society for Healthcare Human
Resource Administration

Cc: The Honorable Eric Cantor