

2001 SESSION

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HOUSE JOINT RESOLUTION NO. 578

Offered January 10, 2001

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Memorializing the Congress of the United States to amend the Fair Labor Standards Act to address the flexible work needs of state and local government employees and to reduce traffic and commuting on public highways.

Patron—Callahan

Referred to Committee on Labor and Commerce

WHEREAS, the federal Fair Labor Standards Act ("FLSA") generally requires that employers pay one and one-half times the regular rate of pay to non-exempt employees for all hours worked in excess of forty in a seven-day work period; and

WHEREAS, the overtime cost associated with this federal mandate deters employers from permitting employees to work, on a voluntary basis, certain flexible and compressed work schedules; and

WHEREAS, such alternative work schedules would support the family friendly workplace for employees and would reduce traffic congestion by reducing the daily number of commuting trips; and

WHEREAS, the United States Congress has recognized that the benefits of alternative work schedules to federal employees are overwhelming and that such schedules also can provide significant benefits to the federal government; and

WHEREAS, for these reasons, in 1982 Congress enacted the Federal Employees Flexible and Compressed Work schedules Act of 1982, Pub. L. No. 97-221, to provide federal agencies and employees with greater flexibility in scheduling work hours while retaining the basic protections of the FLSA; and

WHEREAS, employees of state and local governments should have access to the benefits of work flexibility similar to that accorded to employees of the federal government; now, therefore, be it

RESOLVED by the House of Delegates, the Senate concurring, That the United States Congress be urged to amend the FLSA to permit the employees of state and local governments to benefit from the advantages of flexible work and compressed work schedules; and, be it

RESOLVED FURTHER, That the Clerk of the House of Delegates prepare a copy of this resolution for presentation to the Speaker of the United States House of Representatives, the President of the United States Senate, and the members of the Virginia Congressional Delegation in order that they may be apprised of the sense of the Virginia General Assembly in this matter.

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