



April 16, 2013

The Honorable John Kline
Chairman
Committee on Education and the Workforce
2181 Rayburn House Office building
Washington, D.C. 20515

Re: H.R. 1406, "The Working Families Flexibility Act of 2013"

Dear Chairman Kline:

On behalf of the National Restaurant Association, I write in support of H.R. 1406, the Working Families Flexibility Act of 2013. I appreciate your work and leadership on flexibility in the workplace.

The National Restaurant Association is the leading business association for the restaurant and food service industry. The industry is the nation's second largest private-sector employer comprised of 980,000 restaurant and foodservice outlets employing 13.1 million people - about ten percent of the U.S. workforce. Despite its size, small businesses dominate the industry; even larger chains are often collections of smaller franchised businesses.

Today, employees face significant challenges as they negotiate work, family and personal obligations. The restaurant industry is an industry that offers a flexible schedule to a significant portion of both our part-time and full-time hourly and shift workers. The Working Families Flexibility Act would allow employers who choose so, to offer even greater flexibility to their employees, by giving employees the voluntary choice of taking overtime as a cash payment, or in the form of paid leave. Employees who use this voluntary option would be able to build a bank of time that could be used to take paid time off when they need it, provided the time off does not unduly disrupt the business operations of the employer.

Again, thank you for your attention to this important issue, and your leadership in bringing this legislation forward. We urge you to support H.R.1406 to give employers and employees another workplace flexibility option.

Sincerely,

A handwritten signature in black ink that reads "Dawn Sweeney".

Dawn Sweeney
President and CEO