

AMERICAN BENEFITS COUNCIL

YOUR ADVOCATE FOR EMPLOYER-SPONSORED BENEFITS SINCE 1967



November 3, 2017

Filed electronically via email

The Honorable Mimi Walters
215 Cannon House Office Building
Washington, DC 20515

Dear Representative Walters:

On behalf of the American Benefits Council I am writing to express our support for H.R. 4219, the Workflex in the 21st Century Act, legislation you have authored to provide a national voluntary, minimum paid leave option. The approach addressed in the Workflex bill would serve the needs of both employers and employees. It would enable companies to design uniform programs that benefit their employees and their families wherever they may live or work.

The American Benefits Council's members are primarily very large companies with operations across the country – often in all 50 states and numerous localities. The vast majority of large employers already sponsor excellent paid leave programs. These programs foster greater productivity and contribute to the success of the business.

As states and political subdivisions have enacted paid leave laws it has become increasingly difficult for large, multistate employers to consistently offer and administer paid leave. Many state and local mandates use completely different definitions of terms and have inconsistent recordkeeping requirements and thresholds that trigger coverage or accrual of benefits. As a result, employers have had to design their leave programs to meet administrative and other requirements, rather than meet employer and employee objectives.

Multistate employers want to have the option of voluntarily adopting a predictable and uniform national paid leave solution. Employers wishing to adopt the solution can maintain consistent policies for their entire workforce. Those employers that operate in just a few jurisdictions, would have the freedom to abide by the applicable laws and

ordinances, rather than adopt the voluntary national standard. Workers, whose needs differ from one employer to another, would also be afforded flexibility to address their personal family needs. A voluntary national standard could make it easier to communicate available programs so that employees get full value and would limit complexity of administration for employers.

The American Benefits Council commends you, and Representatives Stefanik and McMorris Rodgers who have joined you in this effort, for the balanced legislation you have sponsored. We look forward to continuing to work with you on this important initiative.

Sincerely,

A handwritten signature in cursive script that reads "Lynn D. Dudley". The signature is written in black ink and is positioned centrally below the word "Sincerely,".

Lynn D. Dudley
Senior Vice President,
Global Retirement and Compensation Policy