



**CONGRESSIONAL BUDGET OFFICE  
PAY-AS-YOU-GO ESTIMATE**

May 5, 2000

**S. 2323**

**Worker Economic Opportunity Act**

*As cleared by the Congress on May 3, 2000*

S. 2323 would amend the Fair Labor Standards Act (FLSA) to exclude stock options from being treated as compensation for purposes of computing the regular rate of wages and overtime pay an hourly worker should receive under provisions of the FLSA. S. 2323 also would exempt employers from liability under the FLSA for any violations that occurred prior to enactment of that law. Although the Department of Labor (DOL) currently has not assessed fines for violations of the provision this act seeks to modify, S. 2323 would preclude DOL from doing so in the future. Therefore, enactment of S. 2323 could affect receipts. CBO estimates that the amount of receipts affected, if any, is likely to be insignificant.

The CBO staff contact is Christina Hawley Sadoti. This estimate was approved by Peter H. Fontaine, Deputy Assistant Director for Budget Analysis.