



**CONGRESSIONAL BUDGET OFFICE  
COST ESTIMATE**

April 19, 2013

**H.R. 1406  
Working Families Flexibility Act of 2013**

*As ordered reported by the House Committee on Education and the Workforce  
on April 17, 2013*

H.R. 1406 would amend the Fair Labor Standards Act of 1938 to provide compensatory time for employees in the private sector. In lieu of overtime pay, employees could receive compensatory time off at a rate not less than one and one-half hours for each hour of employment for which overtime pay would otherwise have been required. Such compensatory time could be provided only in accordance with a collective bargaining agreement or with the consent of affected employees. The changes would be effective for five years after enactment of the bill.

Enacting H.R. 1406 would not affect direct spending or revenues; therefore, pay-as-you-go procedures do not apply. Implementing the bill also would not affect spending subject to appropriation.

H.R. 1406 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act and would impose no costs on state, local, or tribal governments.

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