



**CONGRESSIONAL BUDGET OFFICE
COST ESTIMATE**

April 27, 2017

**H.R. 1180
Working Families Flexibility Act of 2017**

*As ordered reported by the House Committee on Education and the Workforce
on April 26, 2017*

H.R. 1180 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 of 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 bill also would require the Government Accountability Office (GAO) to report to the Congress about the extent to which employers provide such compensatory time as well as the number of complaints alleging violations of the provisions and the disposition of those complaints, including any enforcement actions. The changes would be effective for five years after enactment of the bill. Based on the cost of similar activities by GAO, CBO estimates that implementing the bill would cost less than \$500,000 annually; such spending would be subject to the availability of appropriated funds.

CBO estimates enacting H.R. 1180 would not affect direct spending or revenues; therefore, pay-as-you-go procedures do not apply. CBO estimates that enacting H.R. 1180 would not increase net direct spending or on-budget deficits in any of the four consecutive 10-year periods beginning in 2028.

H.R. 1180 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 H. Samuel Papenfuss, Deputy Assistant Director for Budget Analysis.