



Wisconsin

**Statement Before the
Assembly Committee on Labor**

By

**Bill G. Smith
State Director
National Federation of Independent Business
Wisconsin Chapter**

**Wednesday, February 12, 2014
Assembly Bill 611**

Mr. Chairman, and members of the Committee, thank you for the opportunity to make a statement in support of Working Families Flexibility and passage of Assembly Bill 611.

The key to success for many small businesses is their ability to act quickly and be flexible, and many of their employees share the same qualities. An NFIB Research Foundation survey found that after higher wages, small businesses were most likely to outbid their competition for labor by offering employees more flexible working conditions. A growing number of employees report difficult challenges in negotiating the dual demands of work and family. Adopting workplace flexibility strategies, without additional costs, will help small employers compete with larger firms as they work to recruit and retain valuable employees. An overwhelming majority of our members support more flexibility in the workplace, and 79% support the specific provisions of this legislation.

Assembly Bill 611 simply allows private sector employers to offer an optional benefit enjoyed by public sector workers since 1978. This legislation would allow employees of small businesses the choice of taking time and a half compensatory time as payment for overtime. It is important to stress that if an employer chooses to offer compensatory time, the offering is completely voluntary for employees, and at any time employees can change their mind and receive overtime compensation in cash.

This arrangement will help level the playing field among all workers. Studies show the ability to utilize flexible workplace scheduling increases with salary – the higher your income the greater flexibility in your work schedule.

We believe this proposal is family friendly, common sense legislation that is a win-win for small business employers and their employees, and we respectfully **urge your support for passage.**

Thank you.