



**College and University Professional
Association for Human Resources**

December 6, 2017

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

Dear Representative Walters:

On behalf of the College and University Professional Association for Human Resources (CUPA-HR), I am writing to express our support for H.R. 4219, the Workflex in the 21st Century Act.

CUPA-HR serves as the voice of human resources in higher education, representing more than 23,000 human resources professionals and other campus leaders at almost 2,000 colleges and universities across the country. Higher education employs over 3.9 million workers nationwide, with colleges and universities in all 50 states. The vast majority of higher education institutions already provide a wide range of generous paid leave policies to their employees. CUPA-HR and its members support and encourage employer efforts to provide benefits that enhance employees' health and wellness, retirement security, job flexibility, skills development, and work-life balance.

H.R. 4219 encourages employers to create generous benefit plans for employee paid leave and flexible work arrangements by providing employers that provide such plans with relief from the confusing patchwork of various state and local laws and related tracking and paperwork requirements.

We applaud your leadership, as well as that of Representatives Stefanik and McMorris Rodgers, on this important workplace issue. We look forward to working with you on this legislation that will facilitate, rather than impede, employer and employee adjustments to changes in the workplace.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Joshua A. Ulman". The signature is written in a cursive style.

Joshua A. Ulman
Chief Government Relations Officer
College and University Professional Association for Human Resources