



EMPLOYERS FOR **FLEXIBILITY**

Rebutting False Claims About the *Workflex in the 21st Century Act*

- 1) The *Workflex in the 21st Century Act* gives employees more leave than all state paid leave laws and most local laws. What's more, it's the only federal or state proposal to guarantee employees access to flexible work options, like telecommuting and job-sharing.

(This rebuts the false claim that the *Workflex in the 21st Century Act* is a “scam” that takes away employees’ leave.)

- 2) This bill allows employees to take leave for any purpose – whether their own illness or to take care of a sick child, a family issue or because they want to take a day off. It also provides flexible work guarantees. So, the *Workflex in the 21st Century Act* does more for employees than other bills proposed in Congress.

(This rebuts the false claim that the *Workflex in the 21st Century Act* does not provide paid family/parental leave and is a weak alternative to paid family leave bills, such as the *FAMILY Act*.)

- 3) Another great thing about the *Workflex in the 21st Century Act* is that it allows employees to use paid leave for personal time, and it does not specify or cap specific uses for that time.

(This rebuts the false claim that the *Workflex in the 21st Century Act* does not provide leave for personal circumstances, such as taking paid sick time, caring for a sick child or parent, or seeking safety from a domestic violence incident.)

- 4) The *Workflex in the 21st Century Act* does not allow employers to ignore any laws. Employers that opt in to the requirements of the bill will follow the federal standard. Any employer that does not participate will remain subject to individual state and local mandates. Most importantly, it's the only bill that provides guaranteed paid leave and flexible work options to employees.

(This rebuts the false claim that the *Workflex in the 21st Century Act* allows employers to ignore state and local laws.)

- 5) The *Workflex* bill does not amend or touch any state law. It only applies to employers that opt in to its requirements. If an employer doesn't opt in, state and local laws still apply.

(This rebuts the false claim that the *Workflex in the 21st Century Act* "guts" state law.)

- 6) The *Workflex in the 21st Century Act* protects employees' rights to use their paid leave. What's more, the *Workflex* bill contains protections to ensure employees get the time off they deserve without the fear of arbitrary denials or retaliation.

(This rebuts the false claim that the *Workflex in the 21st Century Act* allows employers to arbitrarily deny an employee's request for leave.)

- 7) The *Workflex* bill works for employers and employees. It meets the needs of employers by using the existing federal ERISA framework to structure paid time off. Employees would get more paid leave than all state laws and most local laws as well as access to flexible work arrangements. The bill also contains strong anti-retaliation protections for employees. The *Workflex* bill is a good deal for employers and employees.

(This rebuts the false claim that the *Workflex in the 21st Century Act* erodes employee protections and opens employees up to retaliation.)