



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

April 5, 2017

Chairman Bradley Byrne  
Education and Workforce Subcommittee on  
Workforce Protections  
Washington, DC 20515

Ranking Member Mark Takano  
Education and Workforce Subcommittee on  
Workforce Protections  
Washington, DC 20515

Dear Chairman Byrne and Ranking Member Takano:

On behalf of the College and University Professional Association for Human Resources (CUPA-HR), I write in strong support of H.R. 1180, the *Working Families Flexibility Act of 2017*, and to thank the subcommittee for holding this important hearing. 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.

H.R. 1180 would amend the Fair Labor Standards Act to allow private employers, including private colleges and universities, the opportunity to offer non-exempt employees who have worked overtime hours the choice between paid time off (known as compensatory time or comp time) or overtime pay. Under current federal law, public-sector employers, including public-sector colleges and universities, may offer this benefit, but private-sector employers may not.

On April 11, 2013, CUPA-HR President and CEO Andy Brantley appeared before this subcommittee to testify on the benefits of compensatory time. Drawing on his experience as associate vice president for human resources at a large public university, Mr. Brantley provided several examples of instances where employees benefitted from compensatory time even though the university provided a wide range of generous paid leave policies to all employees. Mr. Brantley lamented that compensatory time was not an available benefit when he served in a prior position as director of human resources at a private institution.

Representing both public and private colleges and universities, CUPA-HR believes employers at private universities should be afforded the opportunity to provide the same flexibility to employees as public universities. We applaud the Chairman and the Subcommittee for holding this hearing and the leadership of Rep. Martha Roby of Alabama for introducing the *Working Families Flexibility Act of 2017*.

Thank you for convening today's hearing and for the opportunity to submit this letter for the record.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Joshua A. Ulman". The signature is fluid and cursive, written over a light blue horizontal line.

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