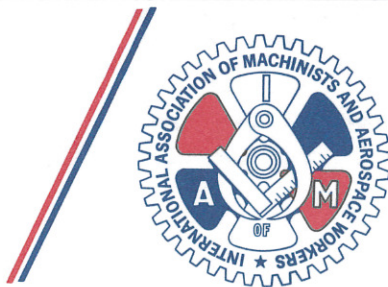


**International
Association of
Machinists and
Aerospace Workers**



9000 Machinists Place
Upper Marlboro, Maryland 20772-2687

Area Code 301
967-4500



OFFICE OF THE INTERNATIONAL PRESIDENT

April 17, 2013

RE: Vote "NO" on H.R. 1406

Dear Representative,

On behalf of the International Association of Machinists and Aerospace Workers, we are writing to express our strong opposition to the so-called "Working Families Flexibility Act (H.R. 1406). The ultimate goal of this "Comp-time" legislation is to end the 40 hour workweek. We respectfully ask that you vote "NO" to this anti-worker measure when it is considered by the House of Representatives.

The Federal Labor Standards Act (FLSA) of 1938 established the 40 hour workweek, however, its only enforcement mechanism is the requirement that employers pay a cash premium for overtime work. "Comp-time" legislation would remove this obligation from employers who offer compensatory time off instead. This legislation would make it cheaper for employers to demand mandatory overtime, undermining the FLSA's only incentive against excessive hours.

Employers can already work within the existing laws to allow workers adjusting work schedules around family needs without changing the 40 hour workweek. "Comp time" proposals let the employer decide whether workers can use any accrued compensatory time. Additionally, nothing would prevent the employer from forcing workers to take time off involuntarily or limiting whether workers can use the compensatory time at all if it is too burdensome to the work-load.

Workers depend on the protections in the FLSA not only to make ends meet, but also to curb excessive work hours. Again, we ask you to vote against this "Comp-time" legislation designed to undermine the 40 hour workweek.

If you have any questions, please contact Legislative Director Hasan Solomon at (301) 967-4575.

Sincerely,

R. Thomas Buffenbarger
International President