



## 2009 Legislative Summary Sheet: Bills Related to Flexible Work Schedules Recently Introduced into State Legislatures

This legislative summary sheet was developed to give an overview of the policy and legislation related to flexible work schedules. Statutes and bills can be reviewed individually, but often it is useful to view them in “themes” or “clusters” to:

- Highlight legislative activity in one particular state
- Make it easier to compare legislation between states
- Illustrate varying legislation language and content

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### Bills proposing flexible work schedules for state employees:

#### Connecticut

- SB 1144 (Introduced 3/18/2009)  
Concerns flexible work schedules and telecommuting options for state employees; implements worker-friendly initiatives that provide the state's aging workforce with flexibility while providing the state with cost savings and benefits to the environment.

#### Mississippi

- HB 831 (Introduced 1/19/2009)
- SB 2563 (Introduced 1/13/2009)  
Relates to flexible office hours for certain state employees.

#### Virginia

- HB 1030 (Introduced 1/8/2008)  
Requires state contractors to make every effort to offer telecommuting or alternative work schedules to its employees based on the state telecommuting and alternative work schedule guidelines.



### Bills proposing tax incentives for flexible schedules:

#### Virginia

- SB 1098 (Introduced 1/14/2009)  
Provides a tax credit to employers for employees who enter into flextime agreements.



### Bills proposing flexible schedules due to environmental factors:

#### Connecticut

- SB 1144 (Introduced 3/18/2009)

Concerns flexible work schedules and telecommuting options for state employees; implements worker-friendly initiatives that provide the state's aging workforce with flexibility while providing the state with cost savings and benefits to the environment.



### Bills proposing research/ analysis of flexible scheduling:

#### New York

- AB 7411 (Introduced 4/6/2009)

Requires a report by state agencies to the Department of Civil Service regarding feasibility of alternative work schedules and flexible hours programming within such agencies.

#### Virginia

- HB 2608 (Introduced 1/22/2009)

Provides that the Secretary of Administration, in cooperation with the Secretary of Technology and in consultation with the Council on Technology Services, shall measure the effectiveness of the comprehensive statewide telecommuting and alternative work schedule policy.



### Bills proposing employee right to request flexible scheduling:

#### California

- AB 141 (Introduced 1/22/2009)
- SB 187 (Introduced 2/18/2009)

Permits an individual nonexempt employee to request an employee-selected flexible work schedule providing for workdays up to 10 hours per day within a 40-hour workweek, and allows an employer to implement this schedule without any obligation to pay overtime compensation.

#### New Hampshire

- HB 663 (Introduced 1/8/2009)

Creates a process for employees to request flexibility regarding certain conditions of employment.

The Network has compiled a Work-Family Bills and Statutes Database to help provide an overview of the bills that have been proposed and the laws that have been passed in various states that are relevant to work-family issues. This Database includes bills and statutes related to **flexible work schedules** that have been proposed in previous and current legislative sessions.

You can connect to this database at: <http://wfnetwork.bc.edu/bills.php?area=policy>