

# The Workflex in the 21st Century Act

The Employers for Flexibility-supported Workflex in the 21st Century Act is a critical component in the effort to create a 21st Century Workplace that is Innovative, Fair and Competitive. The bill creates a 21st century workplace flexibility—or Workflex—policy that meets the needs of employers and employees in today’s anytime-anywhere modern workplace. Here’s how.



## Innovation at Work

- ✓ **New Approach:** It’s a first-of-its-kind combined expansion of paid leave and workplace flexibility.
- ✓ **Voluntary, Opt-in System:** Employers could offer employees an ERISA-qualified plan that includes a federal standard of paid time off and options for flexible work arrangements. This plan would pre-empt state and local paid sick leave and Workflex laws.
- ✓ **Fiscally Responsible:** It expands coverage without passing costs on to taxpayers or employees.



## Fair to Employees and Employers

- ✓ **Paid Leave Guaranteed to All Employees:** Employees of participating employers would receive more paid leave than states currently mandate.
- ✓ **Workflex Guaranteed to All Employees:** By guaranteeing access to flexible workplace options for employees of participating employers, the bill gives millions of employees access to workplace flexibility for the *first time*.
- ✓ **Employers Gain Predictability:** Participating employers would enjoy improved predictability by being able to follow a federal framework for paid leave and Workflex.



## The Competitive Edge

- ✓ **Complements Unpaid Leave:** The bill provides additional time-off options because it complements Family and Medical Leave Act leave.
- ✓ **More Flexibility:** By giving employees more flexibility and reducing regulatory burdens on employers, the bill encourages greater work participation and boosts productivity rates—keys to economic growth.
- ✓ **Reduces Complexity:** Employers who opt in would enjoy improved predictability by following a federal framework for paid leave and Workflex, as opposed to a patchwork of state and local laws.

**More Time Off for Employees. More Predictability for Employers.  
More Options for Everyone.**

Learn more and get involved at [advocacy.shrm.org](http://advocacy.shrm.org)