



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

March 25, 2025

The Honorable Tim Walberg  
Chairman  
Committee on Education and Workforce  
U.S. House of Representatives  
2176 Rayburn House Office Building  
Washington, D.C. 20515

The Honorable Bobby Scott  
Ranking Member  
Committee on Education and Workforce  
U.S. House of Representatives  
2101 Rayburn House Office Building  
Washington, DC 20515

Dear Chairman Walberg and Ranking Member Scott:

On behalf of the College and University Professional Association for Human Resources (CUPA-HR), thank you for holding today's hearing on modernizing the Fair Labor Standards Act. I write in strong support of the *Working Families Flexibility Act*, which the committee considered in several previous Congresses and the House of Representatives passed in 2017. We urge the committee to consider and the House to pass the legislation again this Congress.

CUPA-HR serves as the voice of human resources in higher education, representing more than 41,000 human resources professionals and other campus leaders at over 1,800 colleges and universities across the country. Higher education employs over 4 million workers nationwide, with colleges and universities in all 50 states.

The *Working Families Flexibility Act* 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 testified before the House Subcommittee on Workforce Protections on the benefits of compensatory time. Drawing on his experience as associate vice president and chief human resources officer at a large public university, Dr. 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. Dr. 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. Again, we urge you to support this legislation.

Respectfully Submitted,

A handwritten signature in dark ink, appearing to read "Josh A. Ulman", written in a cursive style.

**Joshua A. Ulman**

Chief Government Relations Officer

College and University Professional Association for Human Resources

9234 Kingston Pike #458

Knoxville, TN 37922

[josh@ulmanpolicy.com](mailto:josh@ulmanpolicy.com)

cc: Members of the Education and Workforce Committee of United States House of Representatives