This legislative summary sheet was developed to give an overview of the policy and legislation on flexible 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

### State agencies/employees:

**Mississippi**
- **MS SB 2154**
  Provides for the implementation of flexible work hours at some state agencies.

**Montana**
- **MT AB 484**
  Establishes frameworks for collective bargaining for some state employees.

**New Jersey**
- **NJ AB 2123**
  Provides for flexible work hours to be available to state employees.
- **NJ AR 115**
  Encourages the use of flexible work hours by state agencies to reduce congestion.

**New York**
- **NY AB 1682**
  Requires reports from state agencies about feasibility of establishing flexible work schedules.

**Oklahoma**
- **OK SB 473**
Encourages state agencies’ adoption of flexible work arrangements to meet 3 goals: enhance services offered to the public; meeting family needs of employees; improving productivity and morale.

Virginia

- VA HB 1094
  Requires state agencies to create plans for alternative work options and telecommuting.

- VA HB 468
  Requires state agencies to create plans for alternative work options and telecommuting.

- VA HB 2612
  Amends existing codes related to telework and alternative work options for state employees.

Employer tax incentives:

Hawaii

- HI SB 1019
  As part of the Commute Trip Reduction plan, offers a tax credit to employers for the amount paid to employees for taking alternative transportation to work, including the use of flexible schedules.

Missouri

- MO HB 428
  Offers a tax credit for employers to implement flexible work policies to employees who are victims of domestic violence.

New York

- NY AB 3398
  Establishes tax credits for employers who offer alternative or flexible work schedules.

Washington

- WA SB 5024
  Establishes tax incentives to encourage telework.

Environmental factors:

Hawaii

- HI SB 33
  Allows state employees to use flexible schedules to reduce traffic and meet the employee’s family needs.

New Jersey

- NJ SB 729
  Authorizes conformity with traffic objectives, including use of flexible work hours as a method of traffic reduction.
- **NJ AR 115**
  
  Encourages the use of flexible work hours by state agencies to reduce congestion.

New York

- **NY AB 6852**
  
  Encourages organizations to use scheduling options that achieve pollution prevention.

- **NY SB 2828**
  
  Encourages organizations to use scheduling options that achieve pollution prevention.

Virginia

- **VA HB 1258**
  
  Suggests flexible work schedules as a means to reduce commuting and to meet requirements for commuting trip reduction plan.

---

### Establishing groups for flexible schedules:

New Jersey

- **NJ AB 154**
  
  Creates a Commission on work and Family and a State Agency Work Family program.

Virginia

- **VA HB 2893**
  
  Establishes a Telework Council that will provide advice to the Governor on telework and alternative work schedules.

---

### Recruitment:

Hawaii

- **HI HR 196**
  
  Requires the determination of options for enhancing the recruitment and retention of social workers including flexible work schedules.

- **HI HCR 265**
  
  Requires the determination of options for enhancing the recruitment and retention of social workers including flexible work schedules.

---

### Employee protection:
Hawaii
- HI HB 538
  Protects nurses who work an alternative work schedule from mandatory overtime.

Montana
- MT HB 570
  Offers protections to employees working flexible schedules with regard to compensation for holidays.

Miscellaneous:

California
- CA AB 244
  Provides that parties may agree as to the number of hours that constitute a day’s work.

Illinois
- IL HB 915
  Provides that a project labor agreement must permit flexibility in work scheduling.

Washington
- WA SB 5600
  Encourages employers to be infant friendly by offering flexible schedules to breastfeeding mothers.

The Network has additional resources related to this topic.

1. The Network has a Topic Page on flexible work schedules. To view:
   a) go back to our home page www.bc.edu/wfnetwork/
   b) click on the appropriate user group (Research/Teaching, Workplace Practice, or State Policy)
   c) and choose ‘flexible work schedules’ from the Topics List

2. The Sloan Work and Family Research Network has created a publication, the Policy Leadership Series: Flexible Work Schedules at http://wfnetwork.bc.edu/pdfs/policy_makers1.pdf. This publication was mailed to over 1,700 U.S. legislators.

3. Our database of academic literature contains the citations and annotations of literature related to the issue of flexible work schedules. You can connect to this database at: http://library.bc.edu/F?func=find-b-0&local_base=BCL_WF