

# Union Calendar No. 369

119TH CONGRESS  
1ST SESSION

# H. R. 2262

**[Report No. 119–423]**

To amend the Fair Labor Standards Act of 1938 to exclude certain activities from hours worked, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 21, 2025

Mrs. HINSON (for herself, Ms. LETLOW, and Mr. MESSMER) introduced the following bill; which was referred to the Committee on Education and Workforce

DECEMBER 30, 2025

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in *italic*]

[For text of introduced bill, see copy of bill as introduced on March 21, 2025]

# **A BILL**

To amend the Fair Labor Standards Act of 1938 to exclude certain activities from hours worked, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
 2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       *This Act may be cited as the “Flexibility for Workers*  
 5       *Education Act”.*

6       **SEC. 2. TREATMENT OF ATTENDANCE OR PARTICIPATION**  
 7               **IN CERTAIN ACTIVITIES.**

8       (a) *IN GENERAL.*—Section 3(o) of the Fair Labor  
 9       Standards Act of 1938 (29 U.S.C. 203(o)) is amended to  
 10      read as follows:

11      “(o) *HOURS WORKED.*—In determining for the pur-  
 12      poses of sections 6 and 7 the hours for which an employee  
 13      is employed, there shall be excluded—

14              “(1) any time spent in changing clothes or wash-  
 15              ing at the beginning or end of each workday which  
 16              was excluded from measured working time during the  
 17              week involved by the express terms of or by custom or  
 18              practice under a bona fide collective-bargaining  
 19              agreement applicable to the particular employee; and

20              “(2) any time spent attending or participating  
 21              in an education or training program or a similar ac-  
 22              tivity (such as a lecture), regardless of whether the  
 23              program or activity is offered or facilitated by the  
 24              employer, provided that—

1           “(A) such attendance or participation oc-  
2           curs outside of the employee’s regular working  
3           hours;

4           “(B) such attendance or participation is  
5           voluntary, and the employer does not take ad-  
6           verse action against the employee on the basis  
7           that such employee does not so attend or partici-  
8           pate; and

9           “(C) the employee does not perform any  
10          work for the employer during such attendance or  
11          participation.”.

12          (b) *EFFECTIVE DATE.*—The amendment made by sub-  
13          section (a) shall apply with respect to hours worked on or  
14          after the date of enactment of this Act.



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