

111TH CONGRESS  
2D SESSION

# H. R. 4855

To establish the Work-Life Balance Award for employers that have developed and implemented work-life balance policies.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 16, 2010

Ms. WOOLSEY (for herself and Mr. GEORGE MILLER of California) introduced the following bill; which was referred to the Committee on Education and Labor

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## A BILL

To establish the Work-Life Balance Award for employers that have developed and implemented work-life balance policies.

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 “Work-Life Balance  
5       Award Act”.

6       **SEC. 2. DEFINITIONS.**

7       In this Act:

8               (1) EMPLOYER.—The term “employer”—

1 (A) means any person (as defined in sec-  
 2 tion 3(a) of the Fair Labor Standards Act of  
 3 1938 (29 U.S.C. 202(a))) engaged in commerce  
 4 or in any industry or activity affecting com-  
 5 merce; and

6 (B) includes any agency of a State, or po-  
 7 litical subdivision thereof.

8 The term does not include the Government of the  
 9 United States or any agency thereof.

10 (2) WORK-LIFE BALANCE POLICY.—The term  
 11 “work-life balance policy” means a workplace prac-  
 12 tice designed to enable employees to achieve a satis-  
 13 factory work-life balance.

14 (3) SECRETARY.—The term “Secretary” means  
 15 the Secretary of Labor.

16 **SEC. 3. ESTABLISHMENT OF AWARD.**

17 (a) IN GENERAL.—There is established in the De-  
 18 partment of Labor an annual award to be known as the  
 19 Work-Life Balance Award (hereinafter referred to as the  
 20 “Award”) for employers that have developed and imple-  
 21 mented work-life balance policies.

22 (b) PLAQUE.—The Award shall be evidenced by a  
 23 plaque bearing the title “Work-Life Balance Award”.

24 (c) APPLICATION.—

1           (1) IN GENERAL.—An employer desiring consid-  
 2           eration for an Award shall submit an application to  
 3           the Work-Life Balance Advisory Board established  
 4           under section 4, at such time, in such manner, and  
 5           containing such information as such Board may re-  
 6           quire.

7           (2) REAPPLICATION.—An employer may re-  
 8           apply for an Award, regardless of whether the em-  
 9           ployer has been a previous recipient of such Award.

10          (d) DISPLAY ON WEB SITE.—The Secretary shall  
 11         make publically available on its Web site the names of  
 12         each recipient of the Award.

13          (e) PRESENTATION OF AWARD.—After receiving rec-  
 14         ommendations from the Board established under section  
 15         4, the Secretary (or the Secretary’s designee) shall present  
 16         annually the Award to employers that meet the criteria  
 17         developed under section 4(b)(1).

18         **SEC. 4. WORK-LIFE BALANCE ADVISORY BOARD.**

19          (a) ESTABLISHMENT.—There is established within  
 20         the Department of Labor a Work-Life Balance Advisory  
 21         Board (hereinafter referred to as the “Board”).

22          (b) DUTIES.—The Board shall—

23                 (1) subject to the approval by the Secretary,  
 24                 not later than 180 days after the initial meeting de-  
 25                 scribed under subsection (f)(1)(B), develop criteria

1 to determine recipients of the Award. In developing  
2 such criteria, such Board shall—

3 (A) identify those work-life balance poli-  
4 cies, which if properly implemented, will permit  
5 employees to achieve a work-life balance;

6 (B) take into consideration an employer's  
7 record of compliance, or noncompliance, with  
8 Federal and State labor laws; and

9 (C) seek input from all interested parties  
10 to assist in making a determination of the re-  
11 cipients of the Award, including input from  
12 stakeholders;

13 (2) develop a process for receiving and proc-  
14 essing applications;

15 (3) recommend recipients of the Award from  
16 among those applications submitted to the Board in  
17 accordance with section 3(c);

18 (4) present to the Secretary the names of the  
19 employers that the Board recommends as recipients  
20 of the Award in accordance with the criteria devel-  
21 oped under paragraph (1); and

22 (5) set an annual timetable for fulfilling the du-  
23 ties described under this subsection.

24 (c) REVISIONS.—The Board, subject to the approval  
25 of the Secretary, may make revisions, as appropriate, to

1 the criteria developed under subsection (b)(1) from time  
2 to time.

3 (d) MEMBERSHIP.—

4 (1) NUMBERS AND APPOINTMENT.—Subject to  
5 paragraphs (2) through (5), the Board shall be com-  
6 posed of 9 members appointed by the Secretary as  
7 follows:

8 (A) 1 member, who shall serve as chair-  
9 person of the Board, representing the public.

10 (B) 1 member representing a State or local  
11 government.

12 (C) 1 member representing a nonprofit em-  
13 ployer.

14 (D) 2 members representing private indus-  
15 try or industry organizations.

16 (E) 2 members representing labor organi-  
17 zations.

18 (F) 2 members representing families and  
19 children.

20 (2) RECOMMENDATIONS.—In appointing any  
21 member of the Board under paragraph (1) who is  
22 not the chairperson of such Board, the Speaker and  
23 the minority leader of the House of Representatives,  
24 and the majority and minority leader of the Senate,  
25 each shall submit to the Secretary recommendations

1 with the names of proposed members of the Board,  
2 and from such submissions the Secretary shall ap-  
3 point the members of the Board in accordance with  
4 such paragraph.

5 (3) LIMITATION.—The Secretary may not ap-  
6 point any Member of Congress to the Board.

7 (4) POLITICAL AFFILIATION.—Not more than 4  
8 members of the Board appointed under paragraph  
9 (1) may be of the same political party.

10 (5) QUALIFICATIONS.—Members of the Board  
11 shall be individuals with knowledge of and experi-  
12 ence with work-life balance policies.

13 (e) TERMS.—

14 (1) IN GENERAL.—Except as provided under  
15 paragraphs (2) and (3), each member of the Board  
16 shall be appointed for 2 years and may be re-  
17 appointed.

18 (2) TERMS OF INITIAL APPOINTEES.—As des-  
19 ignated by the Secretary at the time of appointment,  
20 of the members of the Board first appointed, 4 shall  
21 each be appointed for a 2-year term and the remain-  
22 der shall each be appointed for a 3-year term.

23 (3) VACANCIES.—Any member of the Board ap-  
24 pointed to fill a vacancy occurring before the expira-  
25 tion of the term for which the member's predecessor

1 was appointed shall be appointed only for the re-  
2 mainder of that term. A member may serve after the  
3 expiration of that member's term until a successor  
4 has taken office.

5 (f) OPERATIONS.—

6 (1) MEETINGS.—

7 (A) IN GENERAL.—Except for the initial  
8 meeting of the Board under subparagraph (B),  
9 the Board shall meet at the call of the Chair-  
10 person or a majority of its members.

11 (B) INITIAL MEETING.—The Board shall  
12 conduct its first meeting not later than 90 days  
13 after the appointment of all of its members.

14 (2) VOTING AND RULES.—A majority of mem-  
15 bers of the Board shall constitute a quorum to con-  
16 duct business. The Board may establish by majority  
17 vote any other rules for the conduct of the business  
18 of the Board, if such rules are not inconsistent with  
19 this section or other applicable law.

20 **SEC. 5. REGULATIONS.**

21 The Secretary may prescribe regulations to carry out  
22 the purposes of this Act.

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