



Independent Women Supports The Empowering Employer Child and Elder Care Solutions Act

April 7, 2025

Dear Members of Congress,

Independent Women applauds the Empowering Employer Child and Elder Care Solutions Act, introduced by Representative Mark Messmer.

Independent Women fights for women and their loved ones by effectively expanding support for policy solutions that aren't just well-intended, but actually enhance people's freedom, opportunities, and well-being.

The Empowering Employer Child and Elder Care Solutions Act amends the Fair Labor Standards Act (FLSA) to exclude the cost of employer-provided child and dependent care benefits from overtime pay calculations. Currently, if an employer chooses to offer on-site care, or financial assistance for near-site or at-home care, these benefits must be factored into an employee's overtime pay rate.

Other employer-provided benefits such as paid holidays, vacation time, and holiday bonuses are already exempt from overtime pay calculations. This bill simply extends the same exemption to child and dependent care benefits, thereby eliminating the need for complicated overtime calculations and preventing unintended overtime expenses for businesses.

Many families today struggle to find affordable, reliable, and high-quality child care. Policies should make it easier, not harder, for employers to offer these benefits to working parents on a voluntary basis.

The Empowering Employer Child and Elder Care Solutions Act acknowledges this challenge and seeks to alleviate the cost and regulatory burden on employers who wish to provide child and dependent care assistance. Thank you, Representative Mesmer, for your leadership on this issue. Independent

Women urges all members to join him and work toward the bill's swift passage.

Respectfully,

A handwritten signature in black ink that reads "Heather Madden". The signature is written in a cursive, slightly slanted style.

Heather Madden
Policy Staff Director
Independent Women's Voice