The Legislative History of FEFCWA and FEPTCEA

**Federal Employees Flexible and Compressed Work Schedules Act (FEFCWA) (1978)**
- Authorizes agencies to implement "experiments" involving alternative work schedules for three years.
- Requires OPM to measure program effectiveness and report to Congress in 1982.
- Disagreement about extent of appropriate agency controls and oversight of alternative work schedules – prevents permanent authorization of FEFCWA.

**Federal Employees Part-Time Career Employment Act (FEPTCEA) (1978)**
- Requires the head of each federal agency to establish and maintain a program for part-time career management.
- Requires OPM to advise and assist agencies through initiatives such as research and demonstration programs.
- Neither OPM nor the agencies are fulfilling their duties under the law.

**GAO Report (1986)**
- Requires OPM to establish a formal job sharing program.

**FEFCWA Reauthorized for 3 Years (1982)**
- Authorizes agencies to review and terminate existing experimental alternative work schedule programs without a requirement to negotiate that termination with employees. OPM has no right of review.
- For newly established programs, agencies can terminate alternative work schedule programs that have an "adverse agency impact," but required negotiation with employees (reviewed by Federal Services Impasses Panel).

**FEFCWA Permanently Authorized (1985)**
- No substantive changes from 1982 version.

**Clinton Memoranda**
- 1994: directed executive departments and agencies to establish a program that would encourage the expansion of flexible family-friendly work arrangements, including part-time arrangements.
- 1996: directed agencies to review and further utilize flexible policies already in place.