

## 8.4: Flexible Schedules

A flexible work schedule is an alternative to the traditional 9 to 5, 40-hour workweek. It allows employees to vary their arrival and/or departure times. Under some policies, employees must work a prescribed number of hours a pay period and be present during a daily "core time." The [Fair Labor Standards Act \(FLSA\)](#) does not address flexible work schedules. Alternative work arrangements such as flexible work schedules are a matter of agreement between the employer and the employee (or the employee's representative). The U.S. Department of Labor has conducted numerous surveys and published articles and reports on the subject.

### Webpages on this Topic

- ["When Can an Employee's Scheduled Hours of Work Be Changed?"](#)
  - Information about work hours from the elaws FLSA Advisor.
- [Coverage Under the Fair Labor Standards Act \(FLSA\) Fact Sheet](#)
  - General information about who is covered by the FLSA.
- [Workers on Flexible and Shift Schedules](#)
- [Article: "Incidence of Flexible Work Schedules Increases"](#)
  - A [Bureau of Labor Statistics \(BLS\)](#) Monthly Labor Review article stating that from 1991 to 1997, the percentage of full-time wage and salary workers with flexible work schedules on their principal job increased from 15.1 percent to 27.6 percent.
- [Article: "Flexible Schedules and Shift Work: Replacing the '9-To-5' Workday?"](#)
  - Article from BLS' Monthly Labor Review Online.
- [Article: "Over One-Quarter of Full-time Workers Have Flexible Schedules"](#)
  - More information on flexible schedules.
- [Article: "Flexible Work Schedules: What Are We Trading Off to Get Them?"](#)
  - More information on flexible schedules.
- [Article: "Executives most likely to have flexible work hours"](#)
  - More information on flexible schedules.
- [Index of BLS Reports on Workers on Flexible and Shift Schedules](#)
  - A report from the Bureau of Labor Statistics on the trend towards flexible work schedules.

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