



RETAIL INDUSTRY LEADERS ASSOCIATION

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www.rila.org

July 20, 2022

The Honorable Henry Cuellar
U.S. House of Representatives
2372 Rayburn House Office Building
Washington, DC 20515

The Honorable Elise Stefanik
U.S. House of Representatives
2211 Rayburn House Office Building
Washington, DC 20515

Dear Representatives Cuellar and Stefanik:

The Retail Industry Leaders Association (RILA) is proud to support the Worker Flexibility and Choice Act (WFCA) which is a first of its kind bipartisan and comprehensive approach to independent work. The WFCA modernizes workforce policies that maximizes flexibility and entrepreneurship for any worker who chooses this style of work. This bill will provide the autonomy that empowers individuals with varying needs and demands to build their work around their lives and not the other way around.

RILA is the U.S. trade association for leading retailers. We convene decision-makers, advocate for the industry, and promote operational excellence and innovation. Our aim is to elevate a dynamic industry by transforming the environment in which retailers operate. RILA members include more than 200 retailers, product manufacturers, and service suppliers, which together account for more than \$1.5 trillion in annual sales, millions of American jobs, and more than 100,000 stores, manufacturing facilities, and distribution centers domestically and abroad.

Leading retailers are continually building a 21st Century workforce that is diverse, innovative, and skilled. With a historically tight labor market amid a booming demand for e-commerce shopping, retailers are thinking creatively to attract and retain talent to meet the needs of their consumers. The one thing retailers understand is that worker flexibility is key to drawing people to work and that modern advances in technology have allowed individuals to choose when, where and how they schedule their work lives. Those opportunities in retail could span from logistics and delivery roles to positions in information technology and design.

The innovative approach in the WFCA will offer more avenues to work, earn and access benefits by providing certainty to those who wish to work independently. For retailers competing in a dynamic and historically competitive talent market, creative solutions like this are needed to compete for individuals who seek all types of work arrangements. This legislation is for all workers who strive for independence in their work life.



To build a 21st Century Retail Workforce, we need collaboration between the retail industry as well as policymakers and this effort is an excellent step forward. We commend your work and leadership in introducing the Worker Flexibility and Choice Act. RILA fully supports the legislation and encourages other Members of Congress to support it as well.

Sincerely,

A handwritten signature in black ink, appearing to read "Evan Armstrong". The signature is fluid and cursive, with a large initial "E" and "A".

Evan Armstrong
Vice President, Workforce Policy

