



(Original Signature of Member)

119TH CONGRESS
1ST SESSION

H. R. _____

To amend the Fair Labor Standards Act of 1938 to reduce the standard
workweek from 40 hours per week to 32 hours per week, and for
other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. TAKANO introduced the following bill; which was referred to the
Committee on _____

A BILL

To amend the Fair Labor Standards Act of 1938 to reduce
the standard workweek from 40 hours per week to 32
hours per week, and for other purposes.

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 “Thirty-Two Hour
5 Workweek Act”.

6 **SEC. 2. FAIR LABOR STANDARDS ACT.**

7 The Fair Labor Standards Act of 1938 (29 U.S.C.
8 201 et seq.) is amended—

1 (1) in section 7 (29 U.S.C. 207)—

2 (A) in subsection (a)—

3 (i) in paragraph (1)—

4 (I) by striking “commerce, for a
5 workweek longer than forty hours”
6 and all that follows through the period
7 and inserting “commerce—”; and

8 (II) by adding at the end the fol-
9 lowing:

10 “(A) for a workweek longer than thirty-two
11 hours unless such employee receives compensation
12 for his employment in excess of such hours at a rate
13 not less than one and one-half times the regular rate
14 at which he is employed; or

15 “(B) for a workday—

16 “(i) longer than eight hours, but not longer
17 than 12 hours, unless such employee receives
18 compensation for his employment in excess of
19 eight hours at a rate not less than one and one-
20 half times the regular rate at which he is em-
21 ployed; or

22 “(ii) longer than twelve hours unless such
23 employee receives compensation for his employ-
24 ment in excess of such hours at a rate not less

1 than double the regular rate at which he is em-
2 ployed.”;

3 (ii) in paragraph (2)—

4 (I) in the matter that precedes
5 subparagraph (A), by striking “Fair
6 Labor Standards Amendments of
7 1966” and inserting “Thirty-Two
8 Hour Workweek Act”; and

9 (II) by striking subparagraphs
10 (A) through (C) and inserting the fol-
11 lowing:

12 “(A) for a workweek longer than thirty-eight
13 hours during the 1-year period beginning not less
14 than 180 days after the date of the enactment of the
15 Thirty-Two Hour Workweek Act,

16 “(B) for a workweek longer than thirty-six
17 hours during the second year after the first day of
18 such period,

19 “(C) for a workweek longer than thirty-four
20 hours during the third year after the first day of
21 such period, or

22 “(D) for a workweek longer than thirty-two
23 hours after the expiration of the third year after the
24 first day of such period,”; and

1 (iii) by adding at the end the fol-
2 lowing:

3 “(3) With respect to any employee described in para-
4 graph (2) who in any workweek is brought within the pur-
5 view of this subsection by the amendments made to this
6 Act by the Thirty-Two Hour Workweek Act, the employer
7 of such employee may not reduce the total workweek com-
8 pensation rate, including the regular rate at which the em-
9 ployee is employed, or any other employee benefit due to
10 the employee being brought within the purview of this sub-
11 section by such amendments.”; and

12 (B) in subsection (l)—

13 (i) by striking “No” and inserting
14 “Except as provided in subsection (a)(2),
15 no”; and

16 (ii) by striking “forty” and inserting
17 “thirty-two”; and

18 (2) in section 18(a) (29 U.S.C. 218(a)) by in-
19 serting “or workday” after “workweek” in each
20 place it occurs.