



Rep. Mark Takano – Thirty-Two Hour Workweek Act

BACKGROUND

For decades, workers have been working longer hours while productivity has skyrocketed – yet, in that same period, wages have remained stagnant. On average, U.S. workers work 200 hours more per year than workers in other developed countries. The COVID-19 pandemic transformed the conversation around the future of work. It is time the United States equally prioritize quality of life and productivity.

SUMMARY

Amends the Fair Labor Standards Act to reduce the standard workweek from 40 hours to 32 hours for non-exempt employees. Employers would be required to pay overtime compensation to nonexempt employees whose work exceeds 32 hours in a standard work week.

IMPACT

Those impacted are nonexempt employees under the Fair Labor Standards Act (FLSA), which are typically hourly workers, although some salaried workers fall under this provision. Workers falling under the nonexempt provision are typically wage and hourly in nature, tasked in industries such as leisure & hospitality, transportation, construction, manufacturing, wholesale, and retail trade.

This bill would necessitate that employers either compensate workers for those additional hours or hire more workers to fill in the gaps. This will allow for more work sharing and labor market participation, while creating a healthier competition in the workplace that empowers workers to negotiate for better wages and working conditions.

The question of a shortened workweek is a productivity issue for employers and a quality-of-life issue for employees that branches into spheres beyond just work; healthcare, education, and childcare are all affected by the number of hours employees spend at work.

ENDORISING ORGANIZATIONS

Congressional Progressive Caucus (CPC), National Employment Law Project (NELP), Economic Policy Institute (EPI), American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), Service Employees International Union (SEIU), United Food and Commercial Workers Union (UFCW) & 4 Day Week Global.