

Thirty-Two Hour Workweek Act

Senate HELP Chairman Bernie Sanders

The world has undergone enormous changes since the 40-hour workweek was set by the Fair Labor Standards Act in 1940. American workers are now over [400 percent](#) more productive than they were back then and continued technological advances are likely to increase the gap between worker productivity and worker gains. While weekly wages for the average American worker are actually [lower](#) than they were 50 years ago after adjusting for inflation, CEOs are now making nearly [400 times more](#) than what their employees earn. It's time that working families—not just CEOs and wealthy shareholders—are able to benefit from increased productivity so that they can enjoy more leisure time, family time, education and cultural opportunities, and less stress.

Moving to a 32-hour workweek with no loss of pay is not a radical idea. In fact, movement in that direction is already taking place in other developed countries. France, the seventh-largest economy in the world, has a 35-hour workweek and is considering reducing it to 32 hours. The workweek in Norway and Denmark is about 37 hours a week. In the United States, a recent study found that [35 million](#) workers in the United States—or 28 percent of the total workforce—could have a four-day workweek within a decade due to AI-led productivity gains.

A recent four-day week pilot program of 3,000 workers at over 60 companies in the United Kingdom showed that happy workers were more productive—over [70 percent](#) of workers reported greater satisfaction with their time and feeling less burnt out, while participating businesses saw a [35 percent](#) average increase in revenue. In a separate pilot program of 41 companies in the United States and Canada, workers reported similarly positive results, while [none](#) of the participating companies expressed a desire to return to a five-day workweek. These studies have also found reduced workweeks result in lower child care costs and reduced carbon emissions.

The Thirty-Two Hour Workweek Act is an important step toward ensuring workers share in increasing productivity and economic growth driven by technological advancements.

The *Thirty-Two Hour Workweek Act* would:

- Reduce the standard workweek from 40 to 32 hours over four years by lowering the maximum hours threshold for overtime compensation for non-exempt employees.
- Require overtime pay at time and a half for workdays longer than eight hours, and overtime pay at double a worker's regular pay for workdays longer than 12 hours.
- Protect workers' pay and benefits to ensure that a reduction in the workweek does not cause a loss in pay.

The *Thirty-Two Hour Workweek Act* is endorsed by: AFL-CIO, UAW, SEIU, AFA-CWA, UFCW, International Federation of Professional and Technical Engineers (IFPTE), 4 Day Week Global, WorkFour, and the National Employment Law Project (NELP).