
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 214 Session of
2022

INTRODUCED BY RABB, INNAMORATO, SANCHEZ AND GILLEN,
JUNE 24, 2022

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, JUNE 24, 2022

A RESOLUTION

1 Directing the Legislative Budget and Finance Committee to
2 conduct a study of implementing a four-day workweek or other
3 flexible work schedules for certain executive branch
4 nonsecurity employees.

5 WHEREAS, Union members and other labor activists in the
6 United States have shed blood, sweat and tears since the early
7 1800s fighting for workers' rights, including a shorter
8 workweek; and

9 WHEREAS, In 1874, the Commonwealth of Massachusetts passed
10 the country's first enforceable 10-hour-per-day working limit
11 for women; and

12 WHEREAS, In 1933, the United States Senate passed legislation
13 sponsored by future Supreme Court Justice Hugo Black by a vote
14 of 53-30 that would have, in part, implemented a 30-hour
15 workweek nationwide; and

16 WHEREAS, American workers were forced to wait another five
17 years before the Fair Labor Standards Act of 1938 became law and
18 established the 40-hour workweek that we know today; and

19 WHEREAS, The country's labor market and people's working

1 lives changed significantly over the 20th century; and

2 WHEREAS, A 2018 four-day workweek pilot program at Perpetual
3 Guardian, a New Zealand company, led to a 44% increase in work-
4 life balance, a 20% average increase in team engagement and a 7%
5 decrease in employees' stress levels; and

6 WHEREAS, Microsoft Japan experienced a 40% boost in
7 productivity and a 23% reduction in electricity costs during a
8 summer-long, four-day workweek pilot program in 2019; and

9 WHEREAS, Legislation has been introduced in the United States
10 Congress to amend the Fair Labor Standards Act of 1938 to
11 require overtime pay after working 32 hours in one week; and

12 WHEREAS, The Commonwealth should explore any cost-saving
13 measure that has the potential to enhance the State government's
14 efficiency while simultaneously increasing employee
15 satisfaction; and

16 WHEREAS, The Commonwealth, as an employer, owes its employees
17 dignity, respect and the opportunity to have a successful
18 career; therefore be it

19 RESOLVED, That the House of Representatives direct the
20 Legislative Budget and Finance Committee to conduct a study of
21 implementing a four-day workweek or other flexible work
22 schedules for executive branch employees not including employees
23 in security and safety positions; and be it further

24 RESOLVED, That the study include the extent to which a four-
25 day workweek or other flexible work schedules have the potential
26 to improve work-life balance, reduce burn-out, increase
27 productivity and improve recruitment prospects for key jobs in
28 this Commonwealth; and be it further

29 RESOLVED, That the Legislative Budget and Finance Committee
30 report its findings and recommendations to the General Assembly

1 within 180 days of the adoption of this resolution.