

117TH CONGRESS
1ST SESSION

H. R. 4728

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

JULY 27, 2021

Mr. TAKANO (for himself, Ms. SCHAKOWSKY, Ms. TLAIB, and Mr. GARCÍA of Illinois) introduced the following bill; which was referred to the Committee on Education and Labor

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—

9 (1) in section 7(a) (29 U.S.C. 207(a))—

1 (A) in paragraph (1)—

2 (i) by striking “commerce, for a work-
3 week longer than forty hours” and all that
4 follows through the period and inserting
5 “commerce—”; and

6 (ii) by adding at the end the fol-
7 lowing:

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

14 “(B) for a workday longer than—

15 “(i) eight hours unless such employee
16 receives compensation for his employment
17 in excess of the hours above specified at a
18 rate not less than one and one-half times
19 the regular rate at which he is employed;
20 and

21 “(ii) twelve hours unless such em-
22 ployee receives compensation for his em-
23 ployment in excess of the hours above
24 specified at a rate not less than double

1 times the regular rate at which he is em-
2 ployed.”; and

3 (B) in paragraph (2)—

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

9 (ii) by striking subparagraphs (A)
10 through (C) and inserting the following:

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

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

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

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

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

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