



California
LABOR
Federation

October 8, 2025

Senator Rubio
State Capitol
Sacramento, CA 95814

SUBJECT: Support if amended, SB-35, Senator Susan Rubio

Dear Senator Rubio:

The CA Labor Federation writes regarding our potential support for your “Quiet Focus Hour” bill if it is amended in its role to implement a designated hour of “Quiet Focus” that is free from urgent work to help increase job efficiency and decrease workplace stress.

While we do see the benefits of implementing a “Quiet Focus Hour” during the standard workday, there are some areas in the bill that allow for businesses to use interpretation to take advantage of employees. Acknowledging the benefits, providing employees with breaks during the workday has been scientifically shown to increase employees’ productivity, mental well-being, and job satisfaction by setting aside time to increase focus and relieve stress. However, our primary issue with the bill is that it doesn’t specify if the provided hour is considered a paid break or not. California law already provides for paid 10-minute breaks every 4 hours in a workday. If an additional hour break is provided and it isn’t paid for, then it would lead to workers being paid less if they do participate in the “Quiet Focus Hour” and aren’t informed of the costs prior. At the very least, it should be specified whether or not the hour is a paid break in order to prevent employers from unfairly cutting employees’ pay for participating in the “Quiet Focus Hour” and to give employees the agency to decide if the hour break is worth the costs if they aren’t being paid for the hour. As long as the bill is amended to clarify whether or not the “Quiet Focus Hour” is paid for, then I will be more inclined to officially support the bill.

For this reason, the CA Labor Federation respectfully only supports the bill if it is amended.

Sincerely,

The California Labor Federation
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