

CALIFORNIA LEGISLATURE—2021-2022 SIMULATION SESSION

SENATE BILL

NO. 35

Introduced by Senator Rubio

October 1, 2025

An act to establish a “Quiet Focus Hour” in workplaces to improve mental health and productivity for employees.

LEGISLATIVE COUNSEL’S DIGEST

SB 35, as introduced, Rubio. “Quiet Focus Hour”

Under current law California employers are required to provide meal and rest breaks for employees and may adopt workplace wellness programs at their discretion. The bill would encourage employers to implement one consecutive hour per workday where employees are free from non-essential meetings, phone calls, etc.

Vote: Majority Appropriation: yes Fiscal Committee: yes Local Program: no

THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

SECTION 1. The purpose of this Act is to provide employees with a daily period free from non-essential meetings, phone calls, and emails to reduce stress and increase workplace efficiency.

SEC. 2.

- (a) Employer means any business or organization operating in the State.
- (b) Employee means any individual employed by an employer.
- (c) Quiet Focus Hour means one consecutive hour per workday designated for uninterrupted work without meetings, calls, or non-urgent digital communication.

SEC.3.

- (a) Employers are encouraged to implement a Quiet Focus Hour during the standard workday.
- (b) Participation is voluntary for employees, and the hour may be scheduled at a time that best suits workplace operations.

SEC 4.

(a) Employers that implement Quiet Focus Hour may apply for public recognition from the State Department of Labor as a "Wellness-Friendly Employer."

SEC. 5.

The Department of Labor shall issue guidance for employers on best practices to implement Quiet Focus Hour and recognize participating employers.

SECTION 6. FISCAL IMPACT

The fiscal impact of this Act is set to be about 250,000 annually. Costs are limited to administrative expenses incurred by the Department of Labor to:

1. Develop guidance materials and resources for employers.
 2. Track participating employers and issue recognition certificates.
- No direct costs are imposed on employers or employees, and no additional state funding is required.

SEC.7.

This Act shall take effect January 1 of the year following its passage.

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