



Altria

October 8, 2025

Susan Rubio
State Capital
Sacramento, CA 95814

SUBJECT: Support, SB-35, Susan Rubio

Dear Senator Susan Rubio,

Altria Group writes to you regarding supporting SB-35 Quiet Focus Hour Act, focusing on California employers to set aside one uninterrupted hour each workday for employees to focus without meetings, calls, or non-urgent emails. The goal of the bill is to reduce workplace stress, improve mental health, and increase productivity. Participation in the Quiet Focus Hour is voluntary and can be scheduled at a time that best fits each workplace. Employers who adopt the policy may receive public recognition as a "Wellness-Friendly Employer" by the State Department of Labor

Altria Group supports SB-35 because it aligns with our company's long-standing commitment to improving employee well-being, mental health, and productivity. At Altria, we know family is the most important thing to our employees, which is why we offer comprehensive benefits that support both their professional and personal lives. Our employees and their families have access to consumer driven health plans, dental and vision coverage, mental health support, family advocacy services, and even reimbursement for adoption or surrogacy. By encouraging a daily hour of uninterrupted focus, SB-35 adds on to Altria's mission to foster a balanced, healthy, and high-performing workplace. When employees can manage stress, think clearly, and focus deeply, they perform better both at work and at home. Supporting this bill reflects our belief that productivity grows when employees feel valued, supported, and mentally well.

For this reason Altria Group supports SB-35.

Sincerely,

Altria Group
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