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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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HOUSE RESOLUTION

No. 122 Session of  
2023

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INTRODUCED BY RABB, KHAN, SANCHEZ, HILL-EVANS, MADDEN AND  
HOWARD, MAY 24, 2023

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REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MAY 24, 2023

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A RESOLUTION

1 Directing the Legislative Budget and Finance Committee to  
2 conduct a comprehensive cost-benefit analysis of implementing  
3 a four-day workweek for Commonwealth employees, making  
4 recommendations for establishing an interagency working group  
5 to discuss the future of work, organizational innovation and  
6 work-life balance considerations and designing a pilot  
7 project for implementing a four-day workweek, flexible work  
8 schedules or telework.

9 WHEREAS, Union members and other labor activists in the  
10 United States have shed blood, sweat and tears since the early  
11 1800s fighting for workers' rights, including a shorter  
12 workweek; and

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

16 WHEREAS, In 1933, the United States Senate passed legislation  
17 sponsored by future Supreme Court Justice Hugo Black by a vote  
18 of 53 to 30 that would have, in part, implemented a 30-hour  
19 workweek nationwide; and

20 WHEREAS, American workers were forced to wait another five  
21 years before the Fair Labor Standards Act of 1938 became law and

1 established the 40-hour workweek that we know today; and

2 WHEREAS, The country's labor market and people's working  
3 lives changed significantly over the 20th century; and

4 WHEREAS, A recent study performed by the University of  
5 Cambridge implemented a four-day workweek trial across 61  
6 companies from varying industries; and

7 WHEREAS, Among the 2,900 workers from the 61 companies, 71%  
8 felt less burned out, 39% felt less stressed and 48% felt more  
9 satisfied with their job than before the trial; and

10 WHEREAS, Of the 61 companies that took part in the trial, 47  
11 companies saw revenue growth, with 24 companies experiencing  
12 revenue growth of more than 34%; and

13 WHEREAS, Of the 61 companies that took part in the trial, 92%  
14 of the companies reported they would continue the four-day  
15 workweek after the conclusion of the trial; and

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

19 WHEREAS, The Commonwealth should explore any cost-saving  
20 measure that has the potential to enhance the State government's  
21 efficiency while simultaneously increasing employee  
22 satisfaction; and

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

26 RESOLVED, That the House of Representatives direct the  
27 Legislative Budget and Finance Committee to conduct a  
28 comprehensive cost-benefit analysis of implementing a four-day  
29 workweek for Commonwealth employees, making recommendations for  
30 establishing an interagency working group to discuss the future

1 of work, organizational innovation and work-life balance  
2 considerations and designing a pilot project for implementing a  
3 four-day workweek, flexible work schedules or telework; and be  
4 it further

5 RESOLVED, That the Legislative Budget and Finance Committee  
6 consult with the Department of General Services, the Department  
7 of Labor and Industry, the Office of Administration, the Office  
8 of the Budget, the Commonwealth Office of Digital Experience and  
9 the Office of Transformation and Opportunity on the  
10 implementation of a four-day workweek or flexible work  
11 scheduling; and be it further

12 RESOLVED, That the Legislative Budget and Finance Committee  
13 consult with at least one academic from a State-related  
14 institution and at least one academic from the Pennsylvania  
15 State System of Higher Education who have expertise in economics  
16 or labor relations and who have researched or published  
17 materials on the topic of a four-day workweek or flexible work  
18 schedules; and be it further

19 RESOLVED, That the Legislative Budget and Finance Committee  
20 collaborate with the Commonwealth Office of Digital Experience  
21 to identify Commonwealth services that could be provided  
22 electronically and during nontraditional hours through flexible  
23 work schedules; and be it further

24 RESOLVED, That the Legislative Budget and Finance Committee  
25 report its findings and recommendations for establishing an  
26 interagency working group to discuss the future of work,  
27 organizational innovation and work-life balance considerations;  
28 and be it further

29 RESOLVED, That the Legislative Budget and Finance Committee  
30 report its findings and recommendations for designing a pilot

1 project for implementing a four-day workweek and flexible work  
2 schedules, including the opportunity for Commonwealth  
3 contractors to volunteer in participating in this research to  
4 determine the effects of a four-day workweek or flexible work  
5 schedule in the private sector; and be it further

6       RESOLVED, That the Legislative Budget and Finance Committee  
7 report its findings and recommendations to the General Assembly  
8 within 180 days of the adoption of this resolution.