

Bill Number: HOUSE BILL 181

Position: Support (FAV)

Wen Fan

McGuinn Hall 408  
Boston College  
Chestnut Hill, MA 02467

I am writing in support of House Bill 181. Over the course of the year 2022, along with my colleague Juliet Schor at Boston College, we conducted research to assess a series of trials with companies who implemented reduced work weeks with no change in pay. This was a study in cooperation with 4 Day Week Global, University College Dublin (Ireland), and Cambridge University (UK). The trial results—based on 33 companies and 903 employees in the US, Ireland, and a few other countries—are overwhelmingly positive.

At the company level, we see revenue rose over the six-month trial, and was up 37.55% in comparison to the same period in 2021. Hiring rates increased, absenteeism was reduced, and resignations declined slightly. On a scale of 0-10 from very negative to very positive, the companies' average rating for the trial is a 9.0.

For employees, they were far better off at the end of the trial than they were at the beginning. After the six-month trial, 32.42% of employees reported feeling less stressed and 67.58% indicated feeling less burned out. Rates of insomnia and other sleep problems declined by 15%. Employees were able to spend more time exercising and were less fatigued, with the average fatigue score falling 16%. Almost half (45.55%) of employees reported greater job satisfaction. Their sense of satisfaction with their lives similarly improved, both generally and across a range of dimensions. Likewise, stress, work-family conflict all declined, while physical and mental health, positive emotion, work-family and work-life balance increased. Almost all (97%) the employees want to continue the trial.

The bottom line for success is what we found in terms of how much more employees valued their current job at the end of the trial, with 13% of respondents saying no amount of money could convince them to give up the four day week. Thirty-two percent reported they'd take a five day job with a pay increase of 0-25%, and 42% would require a 26-50% increase.

In conclusion, we believe that House Bill 181 concerning the Four-Day Workweek Pilot Program and Income Tax Credit should be approved for the betterment of companies and employees of Maryland.