

# HOUSE BILL 559

P4

4r0792  
CF SB 569

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By: **Delegates Stewart and Hornberger**

Introduced and read first time: January 24, 2024

Assigned to: Appropriations

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## A BILL ENTITLED

1 AN ACT concerning

2 **State Employees – Four-Day Workweek – Implementation**

3 FOR the purpose of requiring, on or before a certain date, the Department of Budget and  
4 Management to identify units of State government or functions of State government  
5 for which a transition to a 4-day workweek is feasible for a certain percentage of  
6 State employees; requiring the Department to implement a 4-day workweek for  
7 certain State employees on or before a certain date; prohibiting certain State  
8 employees from having work hours reduced to less than a certain number of hours  
9 per week or having a reduction in pay or benefits; and generally relating to 4-day  
10 workweeks for State employees.

11 BY adding to  
12 Article – State Personnel and Pensions  
13 Section 2–313  
14 Annotated Code of Maryland  
15 (2015 Replacement Volume and 2023 Supplement)

16 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
17 That the Laws of Maryland read as follows:

18 **Article – State Personnel and Pensions**

19 **2–313.**

20 **(A) ON OR BEFORE OCTOBER 1, 2025, THE DEPARTMENT SHALL IDENTIFY**  
21 **UNITS OF STATE GOVERNMENT OR FUNCTIONS OF STATE GOVERNMENT FOR WHICH**  
22 **A 4-DAY WORKWEEK IS FEASIBLE AND BENEFICIAL FOR AT LEAST 60% OF STATE**  
23 **EMPLOYEES.**

24 **(B) THE DEPARTMENT SHALL:**

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1           **(1) SUBJECT TO ITEM (2) OF THIS SUBSECTION, ON OR BEFORE**  
2 **OCTOBER 1, 2027, COMPLETE THE IMPLEMENTATION OF A 4-DAY WORKWEEK FOR**  
3 **STATE EMPLOYEES EMPLOYED IN THE UNITS AND FUNCTIONS IDENTIFIED UNDER**  
4 **SUBSECTION (A) THIS SECTION; AND**

5           **(2) IF THE STATE EMPLOYEES FOR WHOM A 4-DAY WORKWEEK WILL**  
6 **BE IMPLEMENTED UNDER ITEM (1) OF THIS SUBSECTION ARE IN A BARGAINING UNIT**  
7 **REPRESENTED BY AN EXCLUSIVE REPRESENTATIVE, BEFORE IMPLEMENTATION:**

8           **(I) NEGOTIATE THE TRANSITION OF THE EMPLOYEES IN THE**  
9 **BARGAINING UNIT TO A 4-DAY WORKWEEK; AND**

10           **(II) COMPLETE A SIGNED AGREEMENT WITH THE EXCLUSIVE**  
11 **REPRESENTATIVE THAT ESTABLISHES THE REQUIREMENTS OF THE 4-DAY**  
12 **WORKWEEK FOR THE EMPLOYEES IN THE BARGAINING UNIT.**

13           **(C) AN EMPLOYEE WHO TRANSITIONS TO A 4-DAY WORKWEEK UNDER THIS**  
14 **SECTION MAY NOT, AS A DIRECT RESULT OF THE TRANSITION:**

15           **(1) HAVE WORK HOURS REDUCED TO LESS THAN 36 HOURS OF WORK**  
16 **EACH WEEK; OR**

17           **(2) RECEIVE A REDUCTION IN PAY OR BENEFITS.**

18           **(D) ON OR BEFORE OCTOBER 1, 2028, THE DEPARTMENT SHALL REPORT**  
19 **TO THE GENERAL ASSEMBLY, IN ACCORDANCE WITH § 2-1257 OF THE STATE**  
20 **GOVERNMENT ARTICLE, ON THE IMPLEMENTATION OF A 4-DAY WORKWEEK UNDER**  
21 **THIS SECTION, INCLUDING:**

22           **(1) THE STATUS OF THE IMPLEMENTATION;**

23           **(2) HOW THE IMPLEMENTATION IMPACTED:**

24           **(I) VACANCY RATES; AND**

25           **(II) THE BUDGETS OF THE AFFECTED UNITS OF STATE**  
26 **GOVERNMENT; AND**

27           **(3) OTHER RELEVANT INFORMATION AS DETERMINED BY THE**  
28 **DEPARTMENT.**

1           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
2   October 1, 2024.