



TESTIMONY FOR SB0197

Four-Day Workweek Pilot Program and Income Tax Credit - Established (Four-Day Workweek Act of 2023)

Bill Sponsor: Senator Hettleman

Committee: Finance

Organization Submitting: Maryland Legislative Coalition

Person Submitting: Cecilia Plante, co-chair

Position: FAVORABLE

I am submitting this testimony in favor of SB0197 on behalf of the Maryland Legislative Coalition. The Maryland Legislative Coalition is an association of activists - individuals and grassroots groups in every district in the state. We are unpaid citizen lobbyists and our Coalition supports well over 30,000 members.

This bill will allow employers to participate in a four-day workweek pilot program to collect information about productivity and revenue experiences by companies in Maryland. Employers who participate in the program would receive tax credits. Employees would be able to go to a 32 hour workweek with no decrease in pay. Workweeks would not necessarily be set to four days, but would be flexible from company to company, with some companies electing to spread the 32 hours over 5 days, and others going to 4 days. Programs like this one have been successful in other countries and have led to enhanced worker satisfaction and productivity and have also increased revenues for the companies involved.

Since the pandemic, most employees have re-evaluated their jobs and are unwilling to put up with the same stress level that they experienced before the pandemic. Employers are experimenting with ways to attract and retain employees with work-from-home benefits and other non-salary benefits. This would be another way that companies can attract and retain employees.

At one of my past employers, I went from a 40 hour per week employee to 32 hours, along with a few other employees. From my standpoint, I enjoyed working part time and was very reluctant to go back to work 40 hours per week. I was able to get errands done during the week, which left weekends free to enjoy. I was also able to spend more time with my family and my life was much less stressful. My manager told me after the first year that the part-time employees were outperforming all of the full-time employees. This was not the outcome he expected, since he had been reluctant to allow his employees to work part time. After that, he expanded part-time employment.

This is a good policy that will allow businesses to be more flexible, which will enhance their ability to attract and retain employees. We support this bill and recommend a **FAVORABLE** report in committee.

