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## **HB 559 - State Employees - Four-Day Workweek - Implementation**

**Appropriations Committee  
February 27, 2024**

### **FAVORABLE**

AFSCME Council 3 supports HB 559. This legislation requires the Department of Budget and Management (DBM) to do an analysis of jobs and agencies where at least 60% of state employees can work a 4-day workweek. HB 559 requires that prior to implementation on or before October 1, 2027, a signed agreement with the exclusive bargaining representative must be achieved first. Further, an employee who transitions to a 4-day workweek may not have their hours reduced to less than 36 hours a week or have their pay or benefits reduced. Finally, HB 559 requires a report to the General Assembly beginning on October 1, 2028, on the status of the implementation and how 4-day workweeks are impacting vacancy rates and budgets.

AFSCME Council 3 supports the expansion of more family friendly work schedules for our members. For certain classifications, a 4-day workweek could be a great recruitment and retention tool at a time when staffing shortages are high. There are several ways to implement a 4-day workweek and some roles are not beneficial for a 4-day workweek – for instance if it leads to staff working overtime shifts that are longer than the 8-hour OT shifts they are currently working to cover shifts where there are not enough staff. We genuinely appreciate that the sponsor working with us over the interim to address our concerns by including language that requires a negotiation with the exclusive bargaining representatives to iron out these details prior to implementation.

Four-day workweeks are not a new phenomenon. Prior to the administration of Gov. Shaefer, most state employees worked a 35.5-hour work week. Across Europe, 4-day workweeks have also been used effectively in the U.K., Germany, and Belgium most recently. Studies show that productivity can increase when workers spend less time in offices. Four-day workweeks can also be very helpful for workers who provide care for children or the elderly parents so they can accommodate more medical appointments for instance without having to use leave.

HB 559 promotes flexible and new approaches to addressing staffing shortages in state government. We urge a favorable report.