

118TH CONGRESS  
2D SESSION

**S.** \_\_\_\_\_

To amend the Fair Labor Standards Act of 1938 to reduce the standard workweek from 40 hours per week to 32 hours per week, and for other purposes.

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IN THE SENATE OF THE UNITED STATES

Mr. SANDERS (for himself and Ms. BUTLER) introduced the following bill; which was read twice and referred to the Committee on

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**A BILL**

To amend the Fair Labor Standards Act of 1938 to reduce the standard workweek from 40 hours per week to 32 hours per week, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Thirty-Two Hour  
5 Workweek Act”.

6 **SEC. 2. FAIR LABOR STANDARDS ACT.**

7 The Fair Labor Standards Act of 1938 (29 U.S.C.  
8 201 et seq.) is amended—

9 (1) in section 7 (29 U.S.C. 207)—

1 (A) in subsection (a)—

2 (i) in paragraph (1)—

3 (I) by striking “commerce, for a  
4 workweek longer than forty hours”  
5 and all that follows through the period  
6 and inserting “commerce—”; and

7 (II) by adding at the end the fol-  
8 lowing:

9 “(A) for a workweek longer than thirty-two  
10 hours unless such employee receives compensation  
11 for his employment in excess of such hours at a rate  
12 not less than one and one-half times the regular rate  
13 at which he is employed; or

14 “(B) for a workday—

15 “(i) longer than eight hours, but not longer  
16 than 12 hours, unless such employee receives  
17 compensation for his employment in excess of  
18 eight hours at a rate not less than one and one-  
19 half times the regular rate at which he is em-  
20 ployed; or

21 “(ii) longer than twelve hours unless such  
22 employee receives compensation for his employ-  
23 ment in excess of such hours at a rate not less  
24 than double the regular rate at which he is em-  
25 ployed.”;

1 (ii) in paragraph (2)—

2 (I) in the matter that precedes  
3 subparagraph (A), by striking “Fair  
4 Labor Standards Amendments of  
5 1966” and inserting “Thirty-Two  
6 Hour Workweek Act”; and

7 (II) by striking subparagraphs  
8 (A) through (C) and inserting the fol-  
9 lowing:

10 “(A) for a workweek longer than thirty-eight  
11 hours during the 1-year period beginning not less  
12 than 180 days after the date of the enactment of the  
13 Thirty-Two Hour Workweek Act,

14 “(B) for a workweek longer than thirty-six  
15 hours during the second year after the first day of  
16 such period,

17 “(C) for a workweek longer than thirty-four  
18 hours during the third year after the first day of  
19 such period, or

20 “(D) for a workweek longer than thirty-two  
21 hours after the expiration of the third year after the  
22 first day of such period,”; and

23 (iii) by adding at the end the fol-  
24 lowing:

1           “(3) With respect to any employee described in para-  
2 graph (2) who in any workweek is brought within the pur-  
3 view of this subsection by the amendments made to this  
4 Act by the Thirty-Two Hour Workweek Act, the employer  
5 of such employee may not reduce the total workweek com-  
6 pensation rate, including the regular rate at which the em-  
7 ployee is employed, or any other employee benefit due to  
8 the employee being brought within the purview of this sub-  
9 section by such amendments.”; and

10                           (B) in subsection (l)—

11                                   (i) by striking “No” and inserting  
12                                   “Except as provided in subsection (a)(2),  
13                                   no”; and

14                                   (ii) by striking “forty” and inserting  
15                                   “thirty-two”; and

16                           (2) in section 18(a) (29 U.S.C. 218(a)) by in-  
17                           serting “or workday” after “workweek” in each  
18                           place it occurs.