

A Bill to Legalize the 32-Hour Workweek to Promote Productivity and Worker Well-Being

BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

- 1 **SECTION 1.** The standard full-time workweek in the United States shall be reduced
2 from forty (40) hours to thirty-two (32) hours per week. All hours worked
3 beyond thirty-two (32) hours shall be compensated at an overtime rate of
4 one and one-half (1.5x) the employee's regular rate of pay.
- 5 **SECTION 2.** A. "Employee" shall be defined as any individual employed by an employer
6 as outlined in the Fair Labor Standards Act (FLSA).
7 B. "Employer" shall be defined as any business entity or organization with
8 more than ten (10) employees operating within the United States.
9 C. "Part-time employee" shall be defined as any individual working fewer
10 than thirty-two (32) hours per week.
- 11 **SECTION 3.** The U.S. Department of Labor (DOL) shall oversee and enforce this
12 legislation through the Wage and Hour Division.
13 A. Employers found in violation shall be subject to fines of up to \$10,000
14 per violation and back payment of withheld overtime wages.
15 B. The Small Business Administration (SBA) shall provide temporary
16 adjustment grants for up to two years to assist small businesses in adapting
17 to the new standard.
18 C. The SBA shall receive \$5 billion annually for two years to fund these
19 adjustment grants, prioritizing businesses with fewer than (50) employees.
- 20 **SECTION 4.** This legislation will take effect on January 1, 2027. All laws in conflict with
21 this legislation are hereby declared null and void.

Introduced for Congressional Debate by Pequot Lakes High School.

