

What could a 32-hour workweek mean for California employers?

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Ethan Chernin spoke with *HR Dive* about a bill in California that could change the state's definition of a workweek from 40 hours to 32 hours per week. As of early May, AB-2932 sits in committee in the State Legislature, where it failed to clear an April 29 advancement deadline, local news outlet KABC-TV reported, pausing the effort for now. In the event such a measure does pass, it would create a variety of questions and “a lot of chaos” for employers in the state, said Ethan. Immediate concerns include the possibility of rising overtime costs and the need to hire additional staff. Ethan explained that employers may seek to split up certain jobs to more easily meet the requirements of a 32-hour workweek. “If they’re going to keep their normal business hours, they might have to start hiring two people to fill one job,” he said, adding that, in the event the bill becomes law, an employer might decide to split one employee’s 40-hour workweek into two separate 20-hour workweeks instead.

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