



2026.12

**RESOLUTION IN SUPPORT OF THE 32 HOUR WORKWEEK
WITH NO LOSS IN PAY OR BENEFITS**

WHEREAS, American workers have helped employers secure significant productivity gains over recent decades while wages have largely stagnated and working hours remain high, contributing to growing economic inequality; and,

WHEREAS, advances in automation and artificial intelligence are increasing productivity and corporate profits while often resulting in job displacement, wage pressure, or unchanged working hours for workers; and,

WHEREAS, studies and pilot programs in the United Kingdom, Iceland, Japan, and in Washington's San Juan County demonstrate that a reduced workweek can improve worker satisfaction, increase retention, and maintain or improve productivity; and,

WHEREAS, labor unions have historically led efforts to reduce working hours, including the establishment of the eight-hour day and the weekend, and continue to play a central role in shaping fair standards for work time; and,

WHEREAS, a 32-hour workweek with no loss of pay or benefits would improve quality of life for workers, support job creation, and advance gender equity by better accommodating caregiving responsibilities; now therefore be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO supports the broader movement's fight for a 32-hour standard workweek for all workers.