



Los Angeles Partner Speaks to SHRM About California's 32-Hour Workweek Proposal

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In an interview with *SHRM*, **Anet Drapalski** explains how AB 2932 would impact employers across California if passed. The bill, in its current form, would require businesses with more than 500 employees to pay time-and-a-half when employees work beyond eight hours in a day or 32 hours in a workweek.

Under the bill, nonexempt employees would need to be paid the same amount for 32 hours as they were being paid for 40. "This means approximately a 20 percent increase in wages, not accounting for the additional overtime wages employers will have to pay if they need their employees to work 40 hours in a workweek," Anet explained.

"Employers will also have to do an audit of their employment policies, including sick-leave accrual policies, to ensure they are compliant with the law," she said.

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