

Bill #5
The Condensed Workweek Act
Moved by: Minister of Publications

WHEREAS a four-day work week has been shown to increase employee satisfaction and decrease employee stress levels whilst still maintaining the same level of productivity;¹ and

WHEREAS a four-day work week has resulted in “marked work–life balance benefits, including more time spent with families, home duties, exercising and ‘time for oneself’” for workers;² and

WHEREAS Christmas is the most popular and celebrated holiday amongst Canadians.³

HIS MAJESTY, by and with the advice and consent of the Youth Parliament of Manitoba, enacts as follows:

Purpose

- 1 The purpose of this Act is to
- (a) establish **DAYOFF** with the mandate set out in section 4, and
 - (b) transition into and implement a 4-day standard workweek.

Definitions

- 2 The following definitions apply in this Act.
- (a) **Regular wage rate:** An employee’s hourly wage as defined in their employment contract.
 - (b) **Standard hours:** A maximum of 40 hours per week or 8 hours per day.
 - (c) **Net income:** An individual’s annual income after deductions.
 - (d) **Gross income:** An employee’s annual income before deductions.
 - (e) **Public holidays:** Annual holidays as recognized by the Canada Revenue Agency.

Establishing DAYOFF

- 3 The Department of Adjusting Yield of Occupational Full-time Functions [**DAYOFF**] is hereby established as a federal oversight body.

Mandate and powers of DAYOFF

- 4 The mandate of **DAYOFF** is to facilitate the transition towards, and the implementation of, a four-day standard workweek with adjusted hours, remuneration, and responsibilities.

Adjusted remuneration

- 5 Standard hours of work performed on Tuesdays, Wednesdays, Thursdays and Fridays shall be remunerated at the regular wage rate (RWR), without exception.

¹ A.J. Veal, “The 4-Day Work-Week: The New Leisure Society?,” *Leisure Studies*, June 27, 2022, 1–16, <https://doi.org/10.1080/02614367.2022.2094997>.

² Veal, “The 4-Day Work-Week: The New Leisure Society?”

³ David Korzinski, “In Canada, Christmas Traditions Change as Fewer People See Religion as the Reason for the Season,” *Angus Reid Institute* (blog), December 19, 2019, <https://angusreid.org/christmas-traditions/>.

- 6 Standard hours of work performed on Saturdays, Sundays and Mondays shall be remunerated at the overtime wage rate (OWR), without exception.
- (a) The OWR shall be calculated as the RWR times 1.3.

Loss of Working Day Subsidy (LWDS)

- 7 A non-taxable Loss of Working Day Subsidy (LWDS) shall be provided as compensation to workers for the loss of Monday as a working day.
- (a) All employees whose gross income is equal to or below the gross median income shall receive a LWDS equal to 20 per cent of their net income.
- (b) All employees whose gross income is above the gross median income but within the 75th overall percentile shall receive a LWDS equal to 5 percent of their net income.
- 8 Subsidies shall be distributed by January 31st of the following year.

Adjusted workweek schedules

- 9 All public and private kindergarten to secondary schools shall adopt a four-day standard workweek.
- (a) Tuesdays, Wednesdays, Thursdays, and Fridays are instructional days unless otherwise specified pursuant to subsections 9(c) and 9(d).
- (b) Mondays are non-instructional days wherein staff may still work, but at remuneration calculated pursuant to section 6.
- (c) Winter holidays shall occur starting on the Monday closest to December 25th and ending on the Friday closest to January 1st of the following year.
- (d) Summer holidays shall occur starting on the Monday closest to July 1st and ending on the Friday closest to July 31st.
- 10 All public and private post-secondary institutions shall adopt a four-day standard workweek.
- (a) There is no limitation on working days, but staff shall be remunerated pursuant to sections 5 and 6 without exception.
- 11 The following workplaces shall maintain or adapt a seven-day workweek, for every week of the year:
- (a) Personal care homes,
- (b) Hospitals and pharmacies,
- (c) Government services,
- (d) Homeless shelters, and
- (e) Daycares and other youth care services.

Standardization of pay on public holidays

- 12 All public holidays that fall on Tuesday, Wednesday, Thursday, or Friday shall now be a standard working day, with the sole exception of Christmas Day.
- (a) All statutory wage rates shall be set to the regular wage rate.
- (b) Public holidays may retain their titular recognition.

Employer responsibilities

- 13 Determination of which days of the week a workplace is operational shall be at the sole discretion of the employer unless otherwise specified in this Act.
- 14 Employers found to be in violation of this Act shall be penalized pursuant to applicable employment standards.