**14636, Claudia Assini**

Good Afternoon Ladies and Gentlemen,

Today I want to show you the benefits of a workweek that consists of 4 ten hour days and a 3 day weekend. My goal is to have this change implemented for us in 2016. The most important consideration of any employer is the productivity of employees because that is what affects the company’s bottom line.

According to John Boitnott, a journalist and digital consultant, the biggest benefits of working 4 ten hour days rather than 5 eight hour days are productivity, creativity and overall work-life satisfaction. In his article *Should We All Be on the 4-Day Workweek? Boitnott states, “*Well-rested employees are [more productive](http://www.inc.com/john-boitnott/6-effective-ways-to-enhance-workplace-productivity.html). Happy employees are more productive. Shorter workweeks make your employees better rested, happier, and more productive,” said Jason Fried, the CEO of Software Company 37signals.

<http://www.inc.com/john-boitnott/should-we-all-be-on-the-4-day-workweek.html>

Although the four day work week is new in reality, it is actually old in concept. In her article *Consider The Benefits Of The 4 Day Work Week*, Peggy Drexler, Contributor, states “The notion of the four-day workweek was introduced in the 1950s by American labor union leader Walter Reuther…” Employers have just been a bit slow to accept this according to Drexler.

<http://www.forbes.com/sites/peggydrexler/2014/09/29/consider-the-benefits-of-the-4-day-work-week/>

There appears to be a philosophy that is deeply ingrained into the American work ethic and that is the idea that working longer and harder is the road to success. But, there are many today who believe that a shorter or compressed workweek convinces workers to work more effectively. No time is lost or wasted. “A 4-day -- or compressed -- workweek is offered as an option to at least some employees at 43% of companies, according to the Society for Human Resource Management. But only 10% of those companies make it available to all or most of their employees. It's a perk more likely to be found at small companies.”

<http://money.cnn.com/2015/04/27/pf/4-day-work-week/> The 4-day workweek is real ... for employees at these companies by Jeanne Sahadi   [@CNNMoney](https://twitter.com/intent/user?screen_name=CNNMoney)

I am very proud to work for this company and I believe we already have high productivity and quality in our work. The implementation of a workweek consisting of 4 ten hour days would benefit working mothers and fathers who want to spend more time with their families. It would attract a high caliber of workers who by nature are more productive and know how to take advantage of a shorter work week to help them balance their personal and professional life.

Another point that is important to note is that those companies who do offer the compressed work week may only offer it to a limited number of employees rather than to all employees. I would like to see us make the change to a 4 day workweek of ten hour days and I’d like to see it made available to every employee. In those companies who offered this benefit it was also noted that it worked better if everyone at the company participated.

According to Nate Reusser, Reusser Design, this program encourages workers to work faster and more focused. The company gains benefit from the extended hours by allowing the web developers to work longer without interruption. "You wouldn't believe how much we get done," Reusser said.

The information I have presented today shows real life implementation of the 4 day-ten hour day work week. These companies have proven that the compressed work week is beneficial to employers by making the workers more productive and effective. They have also proven that this is beneficial to workers by giving workers more time with their families and more flexibility with their schedules. This work – life balance is being considered more and more by employers so they can attract higher quality workers and so that workers will be more committed to their jobs.

So, I ask you ladies and gentlemen, shouldn’t we at least give this type of work schedule a trial in 2016 and discover if both our company and our employees can experience these same benefits.

Thank you