

Subject: Daily Overtime and the Environment
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Steve Church
Economic and Technology Advancement Advisory Committee

I understand that the issue was raised to propose changing daily overtime laws as a way to reduce emissions from commuting. There is a rich academic literature showing that the strongest effect of mandatory overtime is on occupational health and safety. The effects on workplace related accidents of mandatory overtime are well documented and significant. The evidence on the effects of overtime on work hours is much more inconclusive.

Under California law, firms can currently go to four days a week, ten hour schedules if collectively bargained by their workforce. This provides important protections for workers in preventing abuses of mandatory overtime.

While the adverse effects of changes to daily overtime laws are well documented, there is no evidence that changes in the laws would have a measurable impact on carbon emissions. There are many more effective ways for firms to contribute to reduce driving by employees, including incentives to use public transportation through pre-tax transportation passes, van shuttles, etc.

Thank you for your consideration.

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